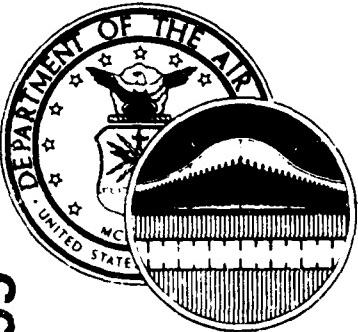


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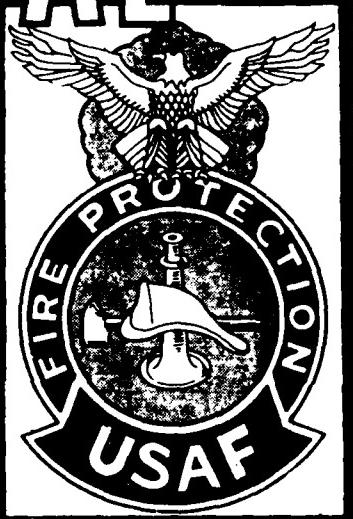
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UNITED STATES AIR FORCE

AD-A196 895

OCCUPATIONAL SURVEY REPORT



FIRE PROTECTION SPECIALTY

AFSC 571X0 AND OCCUPATIONAL SERIES 0081

AFPT 90-571-772

APRIL 1988

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JUN 13 1988
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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

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AFCPMC/DPCR	2			
AFHRL/ID	1	1m	1m/1h	1
AFHRL/MODS	2	1m	1m	1
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HQ AFSPACECOM/MPTT	2		2	
HQ AFSPACECOM/TTGT	1		1	
HQ ATC/DPAE	1		1	
HQ ATC/TTOC	2		1	
HQ ESC/TTGT	1		1	
HQ ESC/DPTE	2		2	
HQ MAC/DPAT	3		3	
HQ MAC/TTGT	1		1	
HQ PACAF/DPAT	3		3	
HQ PACAF/TTGT	1		1	
HQ SAC/DPAT	3		3	
HQ SAC/TTGT	1		1	
HQ TAC/DPATJ	3		3	
HQ TAC/TTGT	1		1	
HQ USAF/DPPE	1			
HQ USAFE/DPAT	3		3	
HQ USAFE/TTGT	1		1	
HQ USMC (CODE TPI)	1			
NODAC	1			
3330 TCHTW/TTGX (CHANUTE AFB IL)	5	2	3	3
3330 TCHTW/TTS (CHANUTE AFB IL)	1		1	
3507 ACS/DPKI	1			
DET 2, USAFOMC (CHANUTE AFB IL)	1	1	1	1
USAFOMC/OMYXL	10	2m	5	10

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PREFACE

This report presents the results of an Air Force occupational survey of the Fire Protection career ladder (AFSC 571X0) and related civilian occupational series (OCSRS 0081). The survey was requested by the Training Development Services Division of the USAF Occupational Measurement Center (USAFOMC/OMTX) at Randolph Air Force Base, Texas. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products from which this report was produced are available for use by operations and training officials.

The survey instrument was developed by Mr Roberto B. Salinas, Inventory Development Specialist. Ms Olga Velez provided computer support for the project. Ms Viola L. Allen compiled and analyzed the survey data and wrote the final report. Administrative support was provided by Mr Richard G. Ramos. This report was reviewed and approved by Lieutenant Colonel Thomas E. Ulrich, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel (see DISTRIBUTION on Page i). Additional copies are available upon request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB TX 78150-5000.

RONALD C. BAKER, Colonel, USAF
Commander
USAF Occupational Measurement
Center

JOSEPH S. TARRELL
Chief, Occupational Analysis Division
USAF Occupational Measurement
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SUMMARY OF RESULTS

1. Survey Coverage: Twenty-two percent ($N=1,412$) of the AFSC 571X0 assigned military population, and 52 percent ($N=743$) of the eligible civilian force (Occupational Series 0081) completed job inventory booklets. The military sample, including 3-, 5-, 7-, 9-, and CEM-skill level members, was representative in terms of MAJCOM, TAFMS, and paygrade distribution.
2. Specialty Jobs (Career Ladder Structure): Members of the survey sample grouped to form five clusters, three subclusters, and two independent job types, accounting for nearly 96 percent of the total sample. Survey data show military and civilian members performing basically the same technically-oriented job. Many of the jobs are interactive, and may depend on the position a member occupies in the crew or on the firefighting vehicle itself. Overall, higher GS grade civilians spend more time performing supervisory tasks than their military counterparts. However, both military and civilians are almost equally represented in administrative/supervisory jobs. Overall, civilian members indicate more time in the Fire Protection career field than military members. Two jobs contained military members only: Extinguisher Maintenance Technicians and Supply Custodians.
3. Comparison to Previous Survey: Career ladder structure findings of this report were compared to the previous occupational survey of this AFSC conducted in April 1978. With the exception of some equipment changes, the career ladder has remained remarkably stable.
4. Career Ladder Progression: The career ladder follows the normal pattern of progression. The major focus of jobs performed by 3- and 5-skill level members centers on technical fire protection activities, specifically firefighting. Seven-skill level members, while still performing many of the same technical firefighting activities as their subordinates, take on more complex firefighting functions, such as directing firefighting operations and increased supervisory responsibilities. The most distinguishing factor between 7-skill level members and other DAFSC groups is their heavy involvement in fire protection training. Nine-skill level and CEM code members show a sharp decline in the performance of technical fire protection duties, and take on a strictly managerial role.
5. AFR 39-1 Specialty Description: Specialty descriptions for 7- and 9-/00-skill level members accurately reflect the nature of jobs performed at these experience levels. Survey data indicate several responsibilities identified in the 3- and 5-skill level description are not being performed by substantial percentages of group members. The DAFSC 57130/50 description warrants extensive review using incumbent data to ensure accuracy and intended utilization.
6. Training Analysis: The Specialty Training Standard (STS) and Plan of Instruction (POI) for this AFSC are both well supported by survey data. A limited number of areas in the STS, as well as the POI, display less than the recommended percent members performing matched tasks. Some of these represent valid functional areas operating in the career field, such as supply. Still

other areas show low percent members performing tasks related to specific emergency situations. Because real life emergency situations or mishaps occur rather infrequently, careful consideration should be exercised by career ladder managers when deciding whether to add or delete areas in these documents based on performance data alone.

7. Implications: Survey data are provided to assist in the development of the on-the-job training (OJT) program and the ABR course. While the STS and POI are generally well supported by survey data, the descriptions in AFR 39-1 for 3- and 5-skill level members warrants extensive review. Many of the tasks outlined for members of this group are performed by 7-skill level members or contracted out to civilian agencies.

OCCUPATIONAL SURVEY REPORT
FIRE PROTECTION CAREER LADDER
AND RELATED CIVILIAN OCCUPATIONAL SERIES
(AFSC 571X0 AND OCSRS 0081)

INTRODUCTION

This is a report of an occupational survey of the Fire Protection career ladder and related civilian occupational series completed by the USAF Occupational Measurement Center in February 1988. The previous occupational survey report of this specialty was published in April 1978.

Objectives of Study

This career ladder has undergone three previous occupational surveys, completed on the following dates: September 1968, March 1972, and April 1978. Each of the previous reports surveyed military members only, including from 30 to 51 percent of the assigned AFSC 571X0 population. With the exception of minor changes involving the AFSC numerical designation and the title change from "Firefighter" to "Fire Protection Specialist", the career ladder has remained relatively stable since its inception by the Air Force in March 1954.

The present survey was requested by the USAF Occupational Measurement Center, Training Development Services Division (USAFOOMC/OMT). Military personnel with a duty AFSC of 57130, 57150, 57170, 57190, and 57100 were included in this survey. The inclusion of civilians was deemed necessary to ensure complete coverage of career ladder jobs, since civilian personnel may be performing tasks or jobs not performed by their military counterparts or vice versa.

Background

As described in AFR 39-1, the primary responsibility of Fire Protection personnel is to prevent the loss of life and property from fire. An Armed Services Vocational Aptitude Battery (ASVAB) score of 39 on the General portion of the examination is required for entry into the AFSC. Entrance requirements for civilian members are set forth by the United States Civil Service Commission, Office of Personnel Management Qualification Standards for GS-081, Fire Fighting and Fire Prevention Series, and vary according to entering grade level and other factors, such as installation size and number of personnel authorized. The formal basic skills course for both Air Force and Army personnel is provided by the 3340th Technical Training Group, Chanute AFB, Illinois. Once initial training is completed, AFSC 571X0 personnel receive more job-related training through the local fire department's OJT

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program and numerous supplementary courses, as needed. The supplementary courses provide more detailed training in areas such as vehicle operation, hazardous material firefighting, and fire investigation.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-571-772, dated October 1986. A tentative task list was prepared by the Inventory Developer after carefully reviewing the previous task list, current career ladder publications and directives, and training documents to determine the appropriateness of each task. This tentative task list was refined and validated in the field through personal interviews with 80 subject-matter experts (both military and civilian) at Chanute Technical Training Center and 10 different bases. Other significant contacts with personnel having career ladder involvement included Air Force Military Personnel Center (AFMPC) resource manager, assignments, and classification specialists; Air Force and major command functional managers; career ladder Training Manager; HQ ATC Training Staff Officer; and government-affiliated labor unions via coordination through personnel in the Air Force Civilian Personnel Management Center (AFCPMC).

To ensure full coverage of the variety of tasks performed by career ladder members, critical bases were identified according to the performance of tasks representative of the Fire Protection Specialty Air Force-wide, or based upon the uniqueness of jobs performed at a given location. The following bases were visited primarily on the recommendations of major command functional managers:

Ellsworth AFB ND (SAC) - unique fire protection tasks due to the location of Minuteman missiles at the site

Eglin AFB FL (AFSC) - massive land site covering 360 square miles containing 11 airfields; large number of civilian firefighters

Newark AFS NJ (AFLC) - unique tasks performed by medical response team

Tinker AFB OK (AFLC) - all civilian fire protection unit (until a few years ago); highly specialized skills and hazardous response team

McChord AFB WA (MAC) - participation in crash fire rescue (CFR) mobility deployment

Vandenberg AFB CA (SAC) - multiple fire protection challenges including structural, wildland fires, and aerospace firefighting; base supports shuttle mission and other sensitive activities

Edwards AFB CA (AFSC) - heavy concentration of civilian fire protection personnel

Neillis AFB NV (TAC) - largest flying wing in TAC with unique fire protection tasks performed during exercises, such as RED FLAG or GUNSMOKE

Randolph AFB TX (ATC) - training base with split runway arrangement; consolidated fire department affects response time which necessitates line stand-by vehicles

This process resulted in a final job inventory, organized by specific fire protection functional areas, containing 1,133 tasks grouped under 22 duties. Other areas in the job inventory consisted of: (1) a biographical information section, which included items such as name, SSAN, number of months on current job, and total military service time; (2) a background information section, which included questions about items such as fire protection vehicles and equipment use, courses completed, shop manning composition (military vs civilian); and (3) a background information section for military personnel (only) to gather data concerning retirement plans and reenlistment intentions.

Survey Administration

From December 1986 to March 1987, job inventories were administered by local Consolidated Base Personnel offices (CBPO) worldwide to AFSC 571X0 personnel at the 3-, 5-, 7-, 9-, and CEM code levels. Similarly, survey booklets for civilians holding Occupational Series 081 were distributed via local Civilian Personnel Offices (CPO). Military participants were selected from a computer-generated mailing list provided by the Air Force Human Resources Laboratory (AFHRL), while civilian personnel were selected from a list supplied by the Air Force Civilian Personnel Management Center (AFCPMC).

Each individual who filled out an inventory booklet first completed personal biographical and background sections and then checked each task performed in his current job. Next, members rated the tasks on a 9-point scale, showing relative time spent on each task as compared to all other tasks. Ratings ranged from 1 (very small amount of time spent) to 9 (very large amount of time spent). Statistical analysis of these ratings provides a basis for comparing tasks in terms of both percent members performing (indicated by tasks checked by all incumbents) and relative percent time spent (based on calculations from the 9-point scale).

Survey Sample

A stratified random sample (26 percent) of all Fire Protection personnel eligible to participate in the survey process was obtained due to the relatively large number of members (military and civilian) comprising this career ladder. Military personnel included in the survey were carefully selected to ensure an accurate representation across using major commands (MAJCOM) and paygrade groups. The 1,412 military members who responded represent 90 percent of those surveyed and 22 percent of the total assigned population. Table 1 displays the MAJCOM percent assigned distribution of military career ladder members (as of October 1986) corresponding with the MAJCOM distribution of our survey sample. With percentages varying by only 1-2 percent, the table clearly shows each MAJCOM is proportionately represented. Similarly, Table 2 illustrates MAJCOM distribution of the civilian labor force. Civilian personnel completing the survey did so on a voluntary basis, thus civilian representation may not correspond as accurately as for their military counterparts. Tables 3 and 4 list paygrade and TAFMS distribution of military members, respectively. Note the close correspondence between percentages of assigned military and percentages in the actual survey sample. As indicated, the survey sample for this study is both representative and comprehensive.

Task Factor Administration

In addition to filling out a job inventory, randomly selected senior NCOs were asked to complete a second booklet. This second booklet, identical to the job inventory except in the biographical sections, is used to gather information for either training emphasis (TE) or task difficulty (TD). These booklets are processed separately from the job inventories. The task rating information is used in a number of different analyses discussed in more detail in following sections of this report.

Task Difficulty (TD). Task difficulty is defined as a relative value which indicates the length of time an average airman needs to learn to do a task satisfactorily. Given this definition, 62 senior technicians rated the difficulty of all inventory tasks on a 9-point scale (from extremely low to extremely high). To ensure validity of the ratings, each technician's ratings were compared to those of every other senior technician rater. A statistical measure of their agreement, known as interrater reliability (as assessed through components of variance of standard group means), was computed at .96, indicating very high agreement among these 62 raters. TD ratings were adjusted so tasks of average difficulty would have ratings of 5.00, with a standard deviation (measure of dispersion in a distribution) of 1.00. The resulting data are essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory.

Training Emphasis (TE). Training emphasis is a rating of which tasks require structured training for first-term personnel. Structured training is defined as training provided at resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method, such as that offered by the training branch within each local fire station. Primarily 7-skill level technicians (N=72) provided

TABLE 1
COMMAND REPRESENTATION OF MILITARY SURVEY SAMPLE
(AFSC 571X0)

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
USAFE	21	20
SAC	19	19
TAC	16	15
ATC	12	11
MAC	11	13
AFSC	6	5
PACAF	6	5
AAC	4	5
AFLC	2	2
AUN	1	0
SPCMD	1	2
OTHER*	1	3

TOTAL ASSIGNED - 6,539**

TOTAL NUMBER SURVEYED - 1,561***

PERCENT OF SURVEYED IN SAMPLE - 90%

TOTAL NUMBER IN FINAL SAMPLE - 1,412

PERCENT OF ASSIGNED IN SAMPLE - 22%

* Includes USAFA, AFR, AFCC, AFESC, and AF ELEMENTS
EUROPE

** Assigned strength as of October 1986

*** A selected sample. Also excludes those in PCS status,
students, hospitalized personnel, and personnel with
less than 6 weeks on the job.

TABLE 2
COMMAND REPRESENTATION OF CIVILIAN SURVEY SAMPLE
(OCCUPATIONAL SERIES 0081)

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AFLC	28	25
MAC	19	22
SAC	17	17
TAC	9	13
AFSC	8	9
ATC	8	9
OTHER*	11	5

TOTAL ELIGIBLE** - 1,439
TOTAL IN SAMPLE - 743
PERCENT OF ELIGIBLE IN SAMPLE - 52%

* Includes AAC, USAFE, ANG, and AU
** Includes General Schedule (GS) - Occupational Series
0081 civilians

TABLE 3
PAYGRADE DISTRIBUTION OF MILITARY SURVEY SAMPLE
(N=1,412)

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	43	41
E-4	29	28
E-5	15	17
E-6	8	8
E-7	4	5
E-8	1	1
E-9	*	*

* Denotes less than 1 percent

TABLE 4
TOTAL ACTIVE FEDERAL MILITARY SERVICE (TAFMS)
DISTRIBUTION OF MILITARY SURVEY SAMPLE

<u>TAFMS (MONTHS)</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
1-48	56	56
49-96	22	20
97-144	8	9
145-192	6	7
193-240	5	5
241+	3	3

ratings on job inventory tasks using a 10-point scale (from no TE to extremely high TE). A statistical measurement of their agreement, known as the inter-rater reliability (as assessed through components of variance of standard group means), was computed at .97, indicating a high level of agreement between these 72 raters. The average TE rating was 3.41, with a standard deviation of 1.81. These data also provide essentially a rank ordering of tasks whereby those with the highest ratings are perceived by subject-matter experts in the field as most important for first-term training.

TE and TD data provide objective information which should be used along with percent members performing data when making training decisions. Hence, tasks having a TE rating of 5.22 (average TE + 1 standard deviation) or better are considered highly recommended for some method of structured training for first-enlistment personnel. Similarly, the adjusted TD ratings would indicate tasks with a rating of 6.00 or better are extremely difficult for the average airman to learn to do proficiently, disregarding experience level. However, tasks with difficulty ratings of 3.00 or better are considered as difficult enough to warrant consideration for centralized training for first-termers. (NOTE: This will be highlighted in the TRAINING ANALYSIS section of the report.) Percent members performing data provide information on who and how many personnel perform the tasks. Using these factors, in conjunction with appropriate training documents and directives, career field managers can tailor training programs to accurately reflect the needs of the users by more effectively determining when, where, and how to train assigned personnel.

Data Processing and Analysis

Once job inventories are returned from the field, task responses and background information are optically scanned. Other biographical information (such as name, base, sex, etc) is entered onto disks directly into the computer. Once both sets of data are in the computer, they are merged to form a complete case record for each respondent. Computer-generated programs, using Comprehensive Occupational Data Analysis Program (CODAP) techniques, are then applied to the data.

CODAP produces composite job descriptions for groups of survey respondents based on their ratings of specific inventory tasks. These job descriptions provide information on percent members performing each task, the relative percent time spent performing tasks, and the cumulative percent time spent by all members performing each task in the inventory. In addition to the job descriptions, the computer produces summaries that show how members of each group responded to each background item. These background items aid in identifying characteristics of the group, such as DAFSCs represented, time in career field, equipment and vehicle usage, percent military versus civilian members, and job satisfaction levels.

SPECIALTY JOBS (Career Ladder Structure)

One of the major functions of the USAF Occupational Analysis Program is to identify distinct jobs performed within a given specialty and describe how these jobs relate to one another. This is accomplished by examining what incumbents indicate they are actually doing in their current jobs, rather than what official career ladder documents, such as Fire Protection Program (AFR 92-1), dictate they should do. The analysis of the job structure as performed in the field is made possible by the use of an automated job clustering program which is a basic feature of the CODAP system. This job information is used for varied purposes by a number of agencies, such as: (1) HQ AFMPC in areas involving the USAF Personnel Classification System; (2) the training community in providing the most cost-effective training to meet specialty needs; and (3) AFHRL in maintaining a data base of USAF occupations.

In addition, job information is used to analyze career progression patterns and specialty documents (AFR 39-1 Specialty Descriptions, Specialty Training Standard, etc.) to identify needed changes. Job data are also used to identify morale problems and trends, and to highlight issues needing management's attention.

The structure of the Fire Protection career ladder was determined on the basis of similarities or differences in tasks performed by AFSC 571X0 and Occupational Series (OCSRS) 0081 personnel. For purposes of this report, these similarities or differences in task performance will be defined in terms of job types and clusters. Each person in the study performs a subset of tasks--a job. When compared with other personnel who perform the same or similar tasks and spend similar amounts of time performing these tasks, they group together to form a job type. A group of individuals who perform related tasks, but which contains several specific job types that slightly differ from one another is called a subcluster. A group of jobs having a substantial degree of similarity forms a cluster. In some instances, specialized jobs are identified which are too dissimilar from other jobs to be included in a cluster or subcluster and are designated independent job types. These terms will be used in the description of specialty jobs operating in this AFSC.

In this section, the clusters will be fully explained in terms of task performance and background characteristics of group members. For the most part, functions of groups within each cluster will be contained in the description at the cluster or subcluster level. Independent job types will also be discussed fully. In addition, tables which provide additional information and support the narrative descriptions will be included.

Overview

It is important to remember this is a joint survey containing both military and civilian members. While the two populations will be discussed separately in some of the later sections, they are combined for the purpose of specialty job descriptions. (See Appendix A for a comparison of military versus civilian tasks.) This is due to the fact that jobs are formed based upon

task performance rather than background characteristics. Based on overlap in tasks performed and percent time spent on tasks, the major divisions among jobs in the Fire Protection specialty were determined to be those illustrated in Figure 1. The STG numbers by each group, which have no mathematical or statistical significance, are computer-printed identifiers used to define aggregations of personnel. The letter "N" refers to the number of members in the group. The titles given to these jobs are based upon composite job descriptions for the group members, job titles written in by survey respondents, and on background information responses.

I. FIRE PROTECTION ADMINISTRATIVE/SUPERVISORY PERSONNEL
(STG088, N=176)

- A. Assistant Chiefs of Operations (STG244, N=94)
- B. Deputy Fire Chiefs (STG612, N=15)
- C. Fire Chiefs (STG671, N=29)
- D. Station Chiefs (STG198, N=15)

II. FIRE PROTECTION TRAINING PERSONNEL (SUPERVISORY)
(STG055, N=57)

- A. Assistant Chiefs of Training (STG274, N=38)
- B. Fire Department Training NCOs (STG192, N=9)
- C. Technical School Instructor/Supervisors (STG282, N=6)

III. TECHNICAL SERVICES PERSONNEL (STG068, N=207)

- A. Fire Prevention Program Managers (STG359, N=173)
- B. Technical Services Trainer/Supervisors (STG268, N=10)
- C. Base Fire Inspectors (STG258, N=6)
- D. Assistant Chiefs of Technical Services (STG188, N=12)

IV. EXTINGUISHER MAINTENANCE TECHNICIANS (STG119, N=32)

V. PRIMARY FIREFIGHTERS (STG035, N=1,442)

- A. Senior Firefighters (STG139, N=795)
- B. Junior Firefighters (STG128, N=492)
- C. Firefighter Trainees (STG347, N=5)
- D. Fire Protection Nonsupervisory Training Personnel (STG109, N=18)

VI. COMMUNICATIONS CENTER PERSONNEL (STG197, N=132)

VII. SUPPLY CUSTODIANS (STG361, N=12)

Military and civilian respondents grouping to form the above five clusters, three subclusters, and two independent job types account for nearly 96 percent of the total survey sample. The other 4 percent did not group with

CAREER LADDER STRUCTURE
OF THE FIRE PROTECTION SPECIALTY
AFSC 571X0 AND OCSRS 0081
(N=2,155)

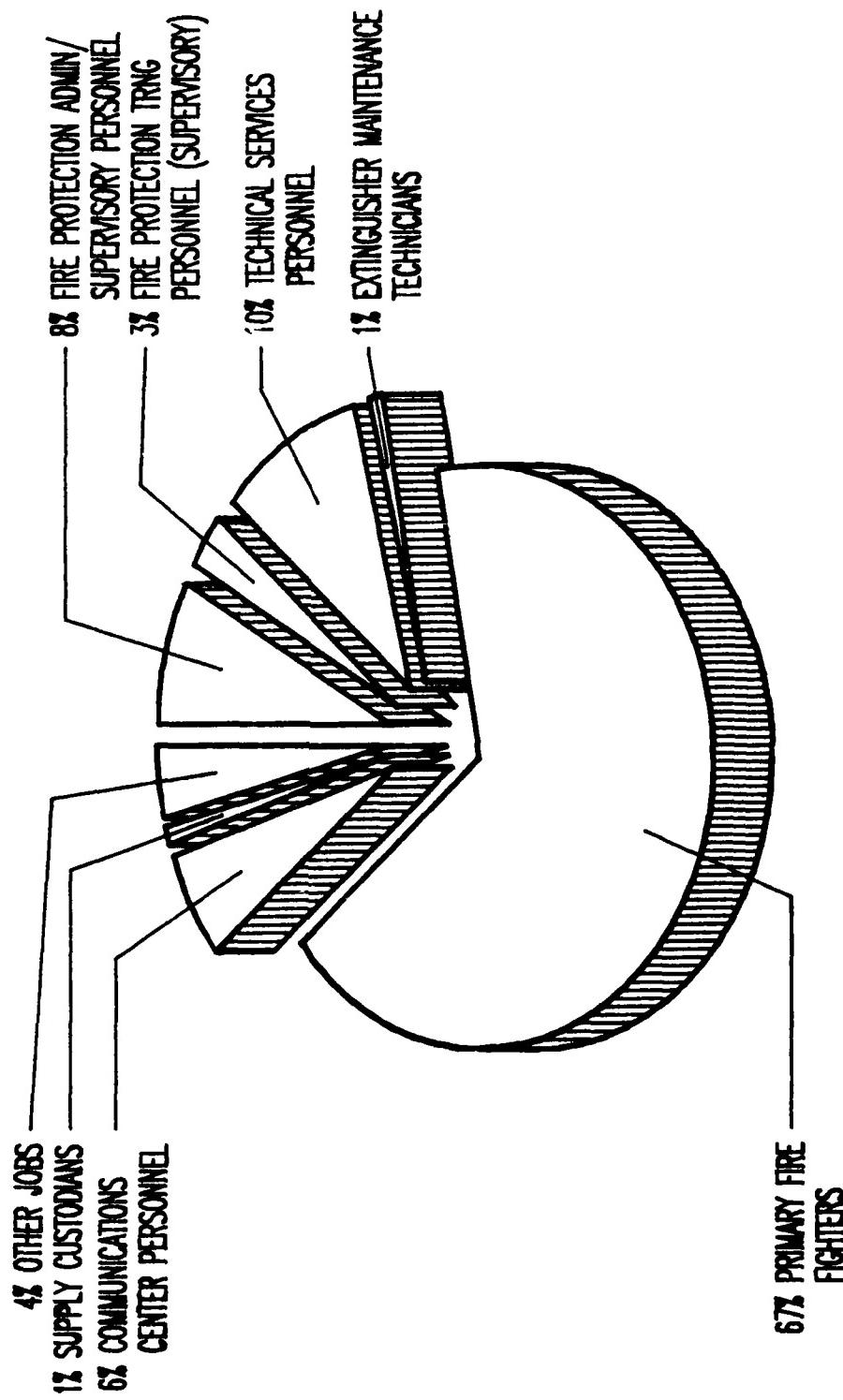


Figure 1

any of the job groups listed above due to the uniqueness of the job they perform influenced by factors such as location, mission requirements, temporary conditions, or the manner in which they perceive their job.

Descriptions of Fire Protection Jobs

Each local base fire department adheres to a three-fold objective when responding to a crash (aircraft), structural fire, or hazardous material incident: (1) save lives and property, (2) recover resources, and (3) increase aircraft or facility salvage value. The safe, effective accomplishment of these objectives is influenced by factors such as response time, ease of accessibility to mishap, and the availability of fire department resources (personnel and vehicles). Any given fire department's staffing is predicated on the number of assigned vehicles. Hence, fire departments having a larger number of assigned vehicles are usually allocated a larger number of professional firefighters. The vast majority of survey respondents across commands are assigned to shops having 25 or more personnel assigned. These factors imply some continuity of job structure in fire departments across MAJCOMs and from one base to another. The jobs, however, may differ based on mission requirements, size of installation, and manning allocations.

All base firefighters are functionally responsible to the Base Civil Engineer (BCE), the staff officer who serves as the designated Fire Marshal. Many of the tasks performed by members in fire protection positions--ranging from Fire Chief to Driver--are interactive. For example, the senior firefighter arriving first on the scene may commandeer fire protection resources until such time as a member in a higher level position arrives. That is, each member moves up to assume a higher level as required. Also, the majority of military personnel are utilized in the cross-staffing concept--being assigned to operate one piece of equipment/vehicle, but capable of operating other pieces of equipment and vehicles as well. Typically, these items of equipment/vehicles are categorized as essential for the suppression of crash or structural fires. At the time this survey was administered to the field, some Air Force fire departments were geographically separated based on their orientation. One major Air Force objective is to consolidate all fire departments into a single adequate combination station equipped to handle both crash and structural fires. While the majority of military members are trained to be dual-qualified (crash and structural) upon satisfactory completion of basic requirements and upgrade training, their civilian counterparts in the GS-081 series may be hired for positions with specializations (i.e., job titles including structural or airfield modifiers) or without specializations when none is appropriate.

This section of the report describes the typical duties and tasks (jobs) performed by members working in federal fire departments. These job descriptions will be given at the cluster, subcluster, and independent job type level. Selected background information is provided for these jobs in Table 5.

TABLE 5
SELECTED BACKGROUND DATA FOR FIRE PROTECTION SPECIALTY JOBS

	<u>FIRE PROTECTION ADMIN/SUPVRY PERS (STG088)</u>	<u>FIRE PROTECTION TNG PERS (SUPVRY) (STG055)</u>	<u>TECHNICAL SVCS PERS (STG068)</u>	<u>EXTINGUISHER MAINT TECHNS (STG119)</u>
NUMBER IN GROUP	176	57	207	32
GROUP MIX (MIL VS CIV)				
MILITARY	51%	74%	48%	100%
CIVILIAN	49%	26%	52%	0%
PERCENT OF SAMPLE	8%	3%	10%	1%
PERCENT CONUS	69%	72%	76%	66%
DAFSC DISTRIBUTION				
57130	0%	0%	*	3%
57150	2%	2%	25%	94%
57170	39%	34%	22%	3%
57190	7%	2%	1%	0%
57100	3%	1%	0%	0%
DOMINANT PAYGRADE(S)	E-6/E-7	E-6	E-5	E-4/E-5
DOMINANT GRADE(S) (CIV)	GS-09	GS-07/GS-09	GS-07	NONE
Avg Months in Career Field (TICF)	242	202	189	59
Avg Months in Military SVC (TAFMS)	101	117	57	61
Avg Months in Fed SVC (FCS)	112	42	90	NONE
PERCENT IN FIRST-ENLISTMENT	0%	2%	4%	50%
PERCENT SUPERVISING	94%	39%	37%	12%
AVG NUMBER OF TASKS PERFORMED	156	99	184	96

* Denotes value less than 1 percent
 Columns may not equal 100 percent due to rounding or nonresponse

TABLE 5 (CONTINUED)
SELECTED BACKGROUND INFORMATION FOR FIRE PROTECTION SPECIALTY JOBS

	<u>PRIMARY FIRE FIGHTERS (STG035)</u>	<u>COMMUNICATIONS CENTER PERS (STG197)</u>	<u>SUPPLY CUSTODIANS (STG361)</u>
NUMBER IN GROUP	1,442	132	12
GROUP MIX (MIL VS CIV)			
MILITARY	65%	88%	100%
CIVILIAN	35%	12%	0%
PERCENT OF SAMPLE	67%	6%	1%
PERCENT CONUS	81%	72%	58%
DAFSC DISTRIBUTION			
57130	15%	5%	0%
57150	45%	80%	83%
57170	4%	4%	17%
57190	0%	0%	0%
57100	*	0%	0%
DOMINANT PAYGRADE(S)	E-4 AND BELOW	E-3/E-4	E-5
DOMINANT GRADE(S) (CIVILIAN)	GS-05/GS-06	GS-05	NONE
AVG MONTHS IN CAREER FIELD (TICF)	89	54	113
AVG MONTHS IN MILITARY SVC (TAFMS)	30	42	119
AVG MONTHS IN FEDERAL SVC (FCS)	53	14	NONE
PERCENT IN FIRST-ENLISTMENT	46%	60%	33%
PERCENT SUPERVISING	37%	27%	8%
AVG NUMBER OF TASKS PERFORMED	211	67	25

* Denotes value less than 1 percent
Columns may not equal 100 percent due to rounding or nonresponse

I. FIRE PROTECTION ADMINISTRATIVE/SUPERVISORY PERSONNEL (STG088, N=176). Personnel contained within this supervisory cluster of jobs represent the most senior members in the survey sample, particularly in terms of experience level (average of 242 months in career field) and skill level (39 percent have the 7-skill level). Eight percent of the total survey sample are represented by this group, of which military and civilian incumbents are equally divided (51 percent versus 49 percent). Military members performing this job indicate an average of 101 months service time (all members are beyond their first-enlistment) and have a dominant paygrade of E-6/E-7. Their civilian counterparts report an average of 112 months time in federal service, with GS-09 as their dominant paygrade. Direct supervisory activities are performed by 94 percent of the group, and most are assigned to units having better than 25 members assigned. Examples of tasks performed by Fire Protection Administrative/Supervisory Personnel include:

- evaluate individual performances
- counsel subordinates
- assign personnel to duty positions
- direct aircraft crash fire operations
- evaluate physical conditioning programs
- direct firefighting operations for wild land fires

Four job variations are performed by personnel within this cluster. Fifty-three percent of these incumbents are identified as Assistant Chiefs of Operations (STG244), who perform an overall wider range of both supervisory and technical tasks in comparison to other supervisory personnel within this cluster. Personnel performing this job are in immediate charge of all firefighting and fire prevention operations on an assigned shift. They perform direct supervisory tasks for an average of 11 subordinates. Typically, these senior level members serve as the "right arm" to the Fire Chief by providing immediate direction of operations of the fire department and carrying out the policies and instructions of the Chief, especially during his absence. Some larger fire departments are authorized a position for Deputy Fire Chief (STG612), who assumes the role of fire chief in the absence of the chief. The majority of these positions are located in overseas bases (53 percent) and are filled by military personnel (87 percent). On the other hand, Fire Chiefs (STG671) are predominantly civilian members (52 percent) stationed within CONUS (69 percent). The fire chief reports directly to the base civil engineer (fire marshal) and manages the entire fire protection organization for the installation. Station Chiefs (STG198) are the most junior members in this cluster, having served an average of 207 months in the career field. However, all members performing this job directly supervise an average of 18 firefighters. They are responsible for the direction of day-to-day activities at the station, such as scheduling work assignments or leaves and assisting in training and drills. An example of the interactiveness of fire protection jobs at this level may be illustrated in a situation such as when the station chief is the first to arrive at the site of a mishap or fire and he/she assumes command of all fire protection resources and equipment until relieved by a more senior fire protection supervisor arriving at the site.

II. FIRE PROTECTION TRAINING PERSONNEL (SUPERVISORY) (STG055, N=57). The primary objective for any fire protection training program is to ensure the capability of a proficiently operating fire department. These 57 members are responsible for providing initial skills training, upgrade training, and recurrent proficiency training to military and civilian fire protection personnel assigned to Air Force fire departments. Twelve percent of these 5- and 7-skill level members indicate they have a training ("T") DAFSC prefix, while 75 percent identify themselves as Assistant Chiefs of Training. Representing a relatively small percentage of the total survey sample (3 percent), the majority of these trainers are military personnel (74 percent) with an average time in service of 117 months. Fifty-two percent of their overall job time is spent performing tasks related to training. Some of these tasks include:

- prepare lesson plans
- maintain training records
- evaluate training methods, techniques, or programs
- write training reports
- write test questions
- select personnel to attend specialized courses
- demonstrate operation of firefighting equipment

One of the three job variations identified within this cluster is that performed by Assistant Chiefs of Training (STG274). While these members are responsible to the fire chief for managing and conducting training programs for all functional areas (e.g., rescue, crash, structural, communications, and technical services, etc.) operating within local fire departments, they also delegate a percentage of the training to Fire Department Training NCOs (STG192). Some of the instruction mandatory for recurrent proficiency training (such as command and control tactics and strategy, aircraft crew extraction, and firefighting techniques for explosives and nuclear weapons) may not be relegated to a position below that of Assistant Chief of Training. Other areas of training, particularly on-the-job training and drill exercises, are conducted primarily by fire department training NCOs, who perform fewer tasks on the average (46) than do Assistant Chiefs of Training (122). Eleven percent of the cluster perform tasks representative of the job identified as Technical School Instructor/Supervisors (STG282). All of these members are stationed at Chanute Technical Training Center and are primarily responsible for selecting instructors and evaluating training methods, as well as conducting resident course fire protection training, especially for supplementary courses.

III. TECHNICAL SERVICES PERSONNEL (STG068, N=207). Incumbents performing this job, representing 10 percent of the survey sample, have as their primary objective the prevention of fire through methods aimed at reducing or eliminating potential fire hazards. Forty-eight percent of this group are military and have either the 5- or 7-skill level. The most dominant grade for civilian members performing this job is GS-07. Fifty-seven percent of their overall job time is spent performing tasks directly related to functions under the supervision of the Technical Services Branch, such as inspecting for fire

hazards and performing inspections of fire detection devices, to include fire alarm systems and automatic sprinkler systems. Tasks typically performed by members in this job include the following:

- inspect base buildings
- schedule facility inspections
- plan fire prevention week programs
- inspect automatic fire alarms
- inspect standpipe systems
- review fire prevention training films

Four types of jobs are identified within this cluster. The first type, Fire Prevention Program Managers (STG359) performs tasks essential for the development and implementation of fire protection and prevention plans, procedures, and standards. They oversee all plans, provide inputs to National Fire Prevention Week activities at the local level, and promote seasonal campaigns. Technical Services Trainer/Supervisors (STG268) perform more tasks on the average (370) than any other job group identified for this cluster. These members perform tasks in all functional areas under the Technical Services Branch, such as alarm center operations and inspection, firefighting equipment maintenance, and training fire protection inspectors. Three percent of this cluster are identified as performing tasks commonly performed by Base Fire Inspectors (STG258). In comparison to the preceding group, these members perform fewer supervisory tasks, and a job encompassing fewer tasks on the average (63). Their primary function entails inspecting for fire hazards, educating and training the base populace and, to some extent, investigating the causes of fires. The purely supervisory job contained within this cluster is that performed by Assistant Chiefs of Technical Services (STG188). While they do perform some of the more advanced or complex inspections and investigations, this group, of which 42 percent are military members having the 7-skill level, direct all operations within the Technical Services Branch. In addition, they work closely with fire protection engineers in the design and construction of base buildings to ensure adherence to fire safety standards and regulations.

IV. EXTINGUISHER MAINTENANCE TECHNICIANS (STG119, N=32). This relatively small group (1 percent of survey sample) contains the largest percentage of 5-skill level members (94 percent) of any job identified for this career ladder. One-half of the members performing this job are in their first-enlistment. There are no civilians identified as performing in this capacity. While Extinguisher Maintenance Technicians operate out of the Technical Services Branch of the local fire department, they share few common tasks with other members of the branch, such as fire inspectors or program managers discussed in the preceding paragraphs. Instead, these members devote the majority (53 percent) of their overall job time to inspecting, servicing, maintaining, and repairing fire extinguishers. Also, they perform about one-half as many tasks on the average (96) as members identified in the Technical Services Personnel cluster (184). Some of these tasks include:

inspect fire extinguishers
install safety pin display seals
service dry chemical extinguishers
maintain extinguisher records
operate extinguishers
inspect halon extinguishing systems

V. PRIMARY FIREFIGHTERS (STG035, N=1,442). The largest group, by far, of AFSC 57TX0 personnel identify themselves as "firefighters". Representing 67 percent of the survey sample, this group has a mix of 65 percent military and 35 percent civilian members. The most dominant paygrade of military members is E-4 and below, while that of civilians is in the GS-05 and GS-06 range. Some firefighters spend more time performing tasks related to the suppression or control of either structural (i.e., buildings, shops, fuel and chemical storage areas, wooded areas) or airfield (i.e., aircraft and associated weaponry, hangars, and other facilities directly related to the operation of aircraft) fires, thereby appearing to have some degree of specialization. This is largely influenced by the overall mission of the installation, the complexity of operating activities (such as large volumes of fuels and large/complex aircraft), and the degree of hazardous firefighting situations typically encountered at the base. Although areas of specialization may be a necessity at some of the local fire departments, the vast majority of firefighters are dual-qualified to handle both structural and aircraft fires. In addition, these incumbents must undergo recurrent training to maintain proficiency in all areas of fire protection, including areas such as communications, natural cover and wildfire control, pump operations, and emergency first aid. While military personnel are primarily generalists and are utilized to cross-man from airfield (crash) to structural and vice-versa, civilians may be hired with a specialization modifier (structural/airfield) describing their positions.

The interactive nature of positions as described for administrative/supervisory personnel in an earlier portion of this section also pertains to firefighters. For example, the position of crew chief (commonly used when referring to a military member) or work leader/lead fighter (commonly used when referring to a civilian member) is largely nonsupervisory. However, these members are responsible for directing the crew (usually three to eight firefighters assigned to a vehicle) and participating in fire protection functions. In the absence of a higher ranking supervisor, the crew chief/lead firefighter takes charge of all firefighting activities at the scene of a fire. Other slight variations in task performance identified in the job of Primary Fire Fighter are distinguishable more by the position they occupy on the vehicle answering the response (i.e., structural pumper or crash rescue vehicle). For instance, the driver of the vehicle ensures readiness of all of the equipment on the truck and transports the crew to the scene of the fire. Once the crew arrives, the driver may be called upon to perform other firefighting feats. Also, crew positions are determined by the experience level of the incumbents. The major job variations within this cluster differentiated primarily due to this factor. Senior Firefighters (STG139) have served an average of 57 months on the job versus an average of 27 months held by Junior Firefighters (STG128). The difference in the scope of the job and

difficulty level of firefighting tasks is reflected in the tasks typically performed by Senior and Junior Firefighters (average number of tasks performed is 289 and 122, respectively). Many tasks characteristic of positions held on the truck, such as handlineman, ladderman, or hydrantman show overlapping performance between members of these two groups. A highly specialized function identified only within the broader category of Senior Firefighters is that of rescue crew. Usually, these members are the initial providers of first aid care to victims they have located and removed from burning structures. Senior Firefighters and Junior Firefighters perform tasks highly representative of the job performed for all members within the Primary Firefighter cluster. Examples of these tasks are:

- inspect protective clothing
- maintain ramp patrol vehicle extinguishing systems
- operate ramp patrol vehicles
- operate pumper drafts
- confine structural fires
- perform visual inspections of in-flight emergency aircraft
- confine LP fires
- control wild land fires
- administer emergency care for burns
- discharge agents from aerospace firefighting vehicles

Two other job variations are contained within this cluster. Firefighter Trainees (STG347) consist largely of military members (80 percent) having the 3-skill level (60 percent). These firefighters spend much of their job time in classroom study, on-the-job training, and practice drills and demonstrations concerning standard firefighting and rescue procedures and techniques, and fire prevention practices. The firefighter 3-skill level trainee may not be assigned to primary fire protection and suppression duties, except when directly supervised by a qualified firefighter. Large percentages of these incumbents perform tasks such as:

- operate nozzles
- load hoses
- advance booster lines
- perform operator maintenance on firefighting vehicles
- operate powered saws

Fire Protection Nonsupervisory Training Personnel (STG109) are primarily 5- and 7-skill level military members performing tasks related to the crew chief position by providing on-the-job training to trainees and crewmembers, or acting as instructors of the basic skills resident course.

VI. COMMUNICATIONS CENTER PERSONNEL (STG197, N=13?). This highly specialized group of Fire Protection personnel, representing 6 percent of the survey sample, performs a limited job consisting of 67 tasks on the average.

They are physically located in the alarm room section of local fire departments and are responsible for immediately transmitting notifications of fire, dispatching the proper emergency forces to include mutual aid personnel (those outside DOD), and maintaining open channels of communication between supporting and responding forces at the scene of the fire or mishap. Eighty-eight percent of this group are military members who have an average of 42 months service time. They spend 72 percent of their job time performing fire alarm duties, while they spend virtually no time performing actual firefighting activities, such as attacking or confining fires. Some tasks characteristic of this job are:

- receive administrative calls
- maintain fire station logs
- operate two-way radios
- inform crews of locations and nature of emergencies
- operate rotary system phones
- coordinate emergencies with support agencies

VII. SUPPLY CUSTODIANS (STG361, N=12). This small group of Fire Protection personnel (1 percent of survey sample) is usually appointed by the fire chief, and work directly for him/her. All members identified as performing this job are military personnel. Eighty-three percent have the 5-skill level, with an average of 119 months time in service. Their primary responsibility is to act as liaison in bridging the fire department's needs and requisitions for supplies and equipment items with the local base supply. These members must attend specialized training for the supply function. They perform a limited job, spending 50 percent of their job time on 12 tasks and performing only 25 tasks on the average. Some tasks typically performed by this group include:

- prepare requisitions for supplies
- prepare requisitions for equipment
- direct equipment storage
- conduct inventories of equipment
- direct equipment issue

This group is almost equally represented between CONUS and overseas locations (58 percent and 42 percent, respectively).

Summary

Overall, jobs identified within this AFSC are highly technical. The stipulation for recurrent proficiency training and certification for the vast majority of Fire Protection specialists set forth in AFR 92-1 makes this apparent. Although some members in jobs such as Deputy Fire Marshall (highly administrative and managerial) or Extinguisher Maintenance Technicians (primarily an equipment inspection, repair, and maintenance function) do not

perform firefighting tasks routinely, they must keep abreast of and proficient in the procedures for attacking and confining various types of fires or mishaps. The interactiveness of positions within the fire department also demonstrates the necessity for the majority of fire protection specialists, both military and civilian, to maintain proficiency in the technical procedures of firefighting that are directly related to saving lives and property.

As illustrated in Figure 1, the bulk of the career ladder are firefighters (primarily 5-skill level airmen, GS-05/06 civilians). Overall, they perform a job broader in scope than any other job identified in the career ladder structure. The more junior airmen are in upgrade training. They are performing a limited number of firefighting tasks under the supervision of certified personnel. Senior members in the career ladder fill supervisory, training, or administrative positions, such as those in technical services and operations. With the exception of the inclusion of civilians in the current study, career ladder jobs are identical to those identified in the previous study completed in April 1978 (Table 6). Hence, it may be concluded that the Fire Protection specialty remains a stable, primarily technical oriented career ladder.

Comparison of Civilian and Military Jobs

The military and civilian mix across specialty jobs was examined. The survey sample for this career ladder contained 66 percent military personnel and 34 percent civilians. Both military and civilians are represented in the major jobs - with the exception of two areas. The jobs described for Extinguisher Maintenance Technicians (STG119) and Supply Custodians (STG361) contained only military personnel (see Table 7). This may be partially attributed to the classification of civilian positions and an experience factor. Positions that do not require the incumbent to exhibit knowledge and application of specialized firefighting techniques and training are excluded from the Fire Protection and Prevention (GS-081) series. Additionally, civilian members have more time in the career field than military members (average time in career field = 203 months versus 67 months, respectively).

Table 8 lists some tasks that best differentiate between military and civilian members. As reflected in this listing, civilian members show higher percentages performing in a wide variety of technical as well as supervisory tasks, which may be attributed to the above named factors--classification and experience. Military members, on the other hand, spend more job time performing tasks related to PRIME BEFF and other deployment activities, as displayed in Table 9. While both military and civilians perform alarm room operations, military personnel spend more time performing this function. This may be attributed to the fact that 5-skill level personnel dominate the military composition of the survey sample, and 80 percent of the members comprising the job identified as Communications Center Personnel (STG197) are 5-skill level military personnel (see Table 5).

One concern generating from career field members at HQ AFESC suggests a dominance of civilians in supervisory jobs. An examination of the data reveals that larger percentages of civilians are performing tasks descriptive of jobs such as Fire Chiefs, Assistant Chiefs of Operations, Assistant Chiefs

TABLE 6
COMPARISON OF MAJOR JOBS BETWEEN SURVEYS

<u>CURRENT SURVEY (N=2,155)</u>	<u>1978 SURVEY (N=2,328)</u>
FIRE PROTECTION ADMINISTRATIVE/ SUPERVISORY PERSONNEL CLUSTER (8% OF SAMPLE)	ASST OR DEPUTY FIRE CHIEFS/STATION chiefs (6% OF SAMPLE)
FIRE PROTECTION TRAINING PERSONNEL (SUPERVISORY) CLUSTER (3% OF SAMPLE)	ASST CHIEFS OF TRAINING (2% OF SAMPLE)
TECHNICAL SERVICES PERSONNEL CLUSTER (10% OF SAMPLE)	TECHNICAL SCHOOL INSTRUCTORS (1% OF SAMPLE)
EXTINGUISHER MAINTENANCE TECHNICIANS CLUSTER (1% OF SAMPLE)	FIRE INSPECTORS AND TECHNICAL SERVICES NCOICS (7% OF SAMPLE)
PRIMARY FIRE FIGHTERS CLUSTER (67% OF SAMPLE)	EXTINGUISHER MAINTENANCE PERSONNEL (2% OF SAMPLE)
COMMUNICATIONS CENTER PERSONNEL IJT (6% OF SAMPLE)	AEROSPACE/STRUCTURAL FIREFIGHTERS AND CRASH/RESCUEMEN (71% OF SAMPLE)
SUPPLY CUSTODIANS IJT (1% OF SAMPLE)	FIRE ALARM CENTER PERSONNEL (8% OF SAMPLE)
	SUPPLY CUSTODIANS (1% OF SAMPLE)

TABLE 7
DISTRIBUTION OF MILITARY AND CIVILIAN
PERSONNEL ACROSS SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

<u>SPECIALTY JOBS</u>	<u>MILITARY MEMBERS (N=1,412)</u>	<u>CIVILIAN MEMBERS (N=743)</u>
FIRE PROTECTION ADMIN/SUPERVISORY PERSONNEL	6%	12%
FIRE PROTECTION TRAINING PERSONNEL (SUPERVISORY)	3%	2%
TECHNICAL SERVICES PERSONNEL	7%	15%
EXTINGUISHER MAINTENANCE TECHNICIANS	2%	0%
PRIMARY FIRE FIGHTERS	66%	68%
COMMUNICATIONS CENTER PERSONNEL	8%	2%
SUPPLY CUSTODIANS	1%	0%
NOT GROUPED	6%	1%

TABLE 8
TASKS THAT BEST DISTINGUISH BETWEEN CIVILIAN AND MILITARY MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>CIVILIAN MEMBERS (N=743)</u>	<u>MILITARY MEMBERS (N=1,412)</u>	<u>DIFFERENCE</u>
A52 PREPARE PREFIRE PLANS	52	22	30
L599 GATHER AND SECURE EVIDENCE TO DETER- MINE CAUSES OF STRUCTURAL FIRES	50	21	29
F307 ESTABLISH AMOUNT OF WORKING LINES FOR FIRES	53	26	27
K570 IDENTIFY HAZARDOUS MATERIAL USING DEPARTMENT OF DEFENSE (DOD) IDEN- TIFICATION SYSTEM	43	17	26
B110 SUPERVISE CIVILIAN PERSONNEL	37	12	25
L592 ESTABLISH PROBABILITY OF FLOOR COLLAPSE	46	22	24
D175 CONDUCT ONGOING PROFICIENCY TRAINING	50	26	24
J529 PROTECT EXPLOSIVE COMPONENTS FROM HEAT, SMOKE, AND FIRE	41	17	24
K564 EXTINGUISH HAZARDOUS MATERIAL FIRES	38	14	24
G351 INSPECT DELUGE SYSTEMS	31	9	22
M635 CONTROL ELECTRONIC FIRES	39	18	21
J505 EVALUATE AEROSPACE VEHICLE FIRES	36	15	21
K574 NEUTRALIZE HAZARDOUS SPILLS	40	19	21
C137 EVALUATE PREFIRE PLANS	35	15	20
N702 ADMINISTER EMERGENCY CARE DUE TO HEAT	44	24	20

TABLE 9
AVERAGE PERCENT TIME SPENT PERFORMING DUTIES
BETWEEN MILITARY AND CIVILIAN MEMBERS

DUTY TITLE	MILITARY MEMBERS (N=1,142)	CIVILIAN MEMBERS (N=743)
A ORGANIZING AND PLANNING	4	5
B DIRECTING AND IMPLEMENTING	6	6
C EVALUATING	2	2
D TRAINING	7	7
E INSPECTING FOR FIRE HAZARDS	2	5
F PERFORMING GENERAL FIRE PROTECTION DUTIES	13	11
G INSPECTING FIRE ALARM SYSTEMS, AUTOMATIC INSTALLED SPRINKLER SYSTEMS, AND FIRE PREVENTION DEVICES	2	3
H PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	2	3
I PERFORMING FIRE ALARM CENTER DUTIES	11	6
J FIGHTING AEROSPACE VEHICLE FIRES	8	9
K FIGHTING HAZARDOUS MATERIAL FIRES AND SPILLS	1	2
L FIGHTING STRUCTURAL FIRES (FRAME AND MASONRY)	7	9
M FIGHTING WILD LAND AND MISCELLANEOUS FIRES	3	5
N PERFORMING EMERGENCY VICTIM CARE AND RESCUE OPERATIONS	6	8
O SERVICING AND TESTING INSTALLED SYSTEMS	2	2
P MAINTAINING EQUIPMENT	11	9
Q MAINTAINING AND REPAIRING FIRE EXTINGUISHERS	2	1
R PERFORMING RAMP PATROL DUTIES	1	1
S PERFORMING TECHNICAL SERVICES	3	4
T PERFORMING MAINTENANCE ON RUNWAY BARRIERS	2	2
U PERFORMING CRASH FIRE RESCUE (CFR) MOBILITY DEPLOYMENT FUNCTIONS	1	*
V PERFORMING PRIME BEEF PROGRAM FUNCTIONS	2	*

of Technical Services, and Fire Prevention Program Managers. Supervisory jobs containing larger percentages of military over civilian personnel include: Station Chiefs, Deputy Fire Chiefs, Fire Department Training NCOs, Assistant Chiefs of Training, and Technical Services Trainer/Supervisors. Hence, both military and civilian members are functioning in supervisory jobs. The fact that more civilian members occupy some of the higher ranking positions may be attributed to their overall higher experience level. (See Appendix A for a listing of representative tasks performed by military and civilian members.)

ANALYSIS OF DAFSC GROUPS

The former sections examined the major jobs operating within the career ladder and identified those tasks each perform, as well as the distinctions between military and civilian personnel. In this section, the identification and analysis of similarities and differences in duty and task performance across the various skill levels provide information useful in the evaluation of the accuracy of career ladder documents, such as the duties and responsibilities outlined in AFR 39-1, Specialty Descriptions. The average percent time spent performing duties across DAFSC groups within this career ladder is displayed in Table 11.

DAFSC 57130. Three-skill level personnel, representing 16 percent ($N=226$) of the total sample of military respondents, perform an average of 126 tasks. The majority of these airmen are performing the job identified in the career ladder structure section as Junior Firefighters, contained within the Primary Firefighters cluster (see Table 10). The job title is primarily reflective of their experience level, averaging 18 months total service time. While acting as crewmembers, these incumbents generally perform tasks of less difficulty in the technical arena of firefighting (see Table 12). Large percentages of their job time are spent performing general fire protection duties and maintaining fire department equipment as shown in Table 11.

DAFSC 57150. The tasks performed by 5-skill level personnel are highly similar to those commonly performed by 3-skill level airmen, with the addition of more complex technical tasks and some supervisory/administrative functions. These members comprise 64 percent ($N=906$) of the military sample; hence, they make up the bulk of the Fire Protection career field, and the job described for Primary Firefighters. Forty-five percent of all members in this job have the 5-skill level, and 72 percent of all 5-skill level personnel within the survey sample perform this job. In addition, the jobs identified as Extinguisher Maintenance Technicians, Communications Center Personnel, and Supply Custodians are comprised almost exclusively of 5-skill level members (see Table 10). These airmen perform a job broader in scope than any of their military counterparts, averaging 154 tasks in a variety of technical areas ranging from hose laying techniques to operation and maintenance of fire protection equipment and vehicles, and making pressure calculations to confine/control fires (see Table 13).

TABLE 10
DISTRIBUTION OF DAFSC GROUPS ACROSS SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

<u>SPECIALTY JOBS</u>	<u>5713C (N=226)</u>	<u>57150 (N=906)</u>	<u>57170 (N=249)</u>	<u>57190/00 (N=31)</u>
FIRE PROTECTION ADMIN/SUPERVISORY PERSONNEL	0%	*	28%	58%
FIRE PROTECTION TRAINING PERSONNEL (SUPVRY)	0%	*	8%	6%
TECHNICAL SERVICES PERSONNEL	*	6%	18%	6%
EXTINGUISHER MAINTENANCE TECHNICIANS	*	*	*	0%
PRIMARY FIRE FIGHTERS	96%	72%	23%	10%
COMMUNICATIONS CENTER PERSONNEL	3%	12%	2%	0%
SUPPLY CUSTODIANS	0	1%	1%	0%
NOT GROUPED	*	8%	20%	19%

TABLE 11
AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY 571XO DAFSC GROUPS

DUTY TITLE	DAFSC 57130 (N=226)	DAFSC 57150 (N=906)	DAFSC 57170 (N=249)	DAFSC 57190/00 (N=31)
A ORGANIZING AND PLANNING	1	3	11	18
B DIRECTING AND IMPLEMENTING	1	4	17	23
C EVALUATING	*	1	5	16
D TRAINING	2	6	19	11
E INSPECTING FOR FIRE HAZARDS	1	2	4	2
F PERFORMING GENERAL FIRE PROTECTION DUTIES	22	13	4	3
G INSPECTING FIRE ALARM SYSTEMS, AUTOMATIC INSTALLED SPRINKLER SYSTEMS, AND FIRE PREVENTION DEVICES	2	2	2	1
H PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	*	1	4	8
I PERFORMING FIRE ALARM CENTER DUTIES	9	14	2	2
J FIGHTING AEROSPACE VEHICLE FIRES	10	10	3	1
K FIGHTING HAZARDOUS MATERIAL FIRES AND SPILLS	1	1	1	1
L FIGHTING STRUCTURAL FIRES (FRAME AND MASONRY)	12	7	4	1
M FIGHTING WILD LAND AND MISCELLANEOUS FIRES	4	3	2	1
N PERFORMING EMERGENCY VICTIM CARE AND RESCUE OPERATIONS	6	7	4	1
O SERVICING AND TESTING INSTALLED SYSTEMS	3	2	1	*
P MAINTAINING EQUIPMENT	16	12	5	2
Q MAINTAINING AND REPAIRING FIRE EXTINGUISHERS	1	3	*	*
R PERFORMING RAMP PATROL DUTIES	1	1	7	5
S PERFORMING TECHNICAL SERVICES	1	2	1	*
T PERFORMING MAINTENANCE ON RUNWAY BARRIERS	3	3	1	1
U PERFORMING CRASH FIRE RESCUE (CFR) MOBILITY DEPLOYMENT FUNCTIONS	1	1	2	2
V PERFORMING PRIME BEEF PROGRAM FUNCTIONS	2	1	1	1

TABLE 12
REPRESENTATIVE TASKS PERFORMED BY DAFSC 57130 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
F323 OPERATE NOZZLES	93
F315 LOAD HOSES	91
F297 ADVANCE HAND LINES	90
F299 CONNECT FIREHOSES TO FIRE PROTECTION EQUIPMENT, SUCH AS FIRE HYDRANTS, SYSTEMS, AND WATER TANKERS	89
F345 TURN ON FIRE HYDRANTS	88
L584 CLIMB UP LADDERS	88
L583 CLIMB DOWN LADDERS	88
F342 SHUT OFF FIRE HYDRANTS	87
F337 PERFORM STRAIGHT HOSE LAYS	86
F304 DISCONNECT FIREHOSES TO FIRE PROTECTION EQUIPMENT, SUCH AS FIRE HYDRANTS, SYSTEMS, AND WATER TANKERS	86
L582 CARRY LADDERS	86
F296 ADVANCE BOOSTER LINES	85
F317 MAKE HOSE LOAD FINISHES	81
F320 OPERATE EXTINGUISHERS	78
F335 PERFORM REVERSE HOSE LAYS	75
F306 DRY FIREHOSES	71

TABLE 13
REPRESENTATIVE TASKS PERFORMED BY 57150 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
V1101 FIRE M-16 RIFLES	63
P887 PERFORM OPERATOR MAINTENANCE ON FIREFIGHTING VEHICLES	59
P832 BLEED AIR TANKS ON FIREFIGHTING VEHICLES	57
P833 CHARGE AGENT TANKS ON FIREFIGHTING VEHICLES	54
F298 CALCULATE HYDRAULIC PRESSURE	52
N760 OPERATE HURST TOOLS	49
N754 OPERATE AIR CHISELS	48
A2 CONDUCT INVENTORIES OF EQUIPMENT	46
I428 ALERT FIREFIGHTING CREWS	45
I431 INFORM CREWS OF LOCATIONS AND NATURE OF EMERGENCIES	44
I430 DISPATCH FIREFIGHTING VEHICLES	44
D187 DEMONSTRATE OPERATION OF FIREFIGHTING EQUIPMENT	43
I445 MAINTAIN FIRE STATION LOGS	40
I488 RECORD INCOMING FIRE CALLS	38
R956 OPERATE RAMP PATROL VEHICLES	38
D230 WRITE TRAINING REPORTS	37
N725 DRIVE RESCUE VEHICLES	37
L675 SHUT OFF ELECTRICAL POWER TO BUILDINGS	36
D174 CONDUCT ON-THE-JOB TRAINING (OJT)	35
D209 PARTICIPATE IN OFF-DUTY FIRE PROTECTION EDUCATION	34
B60 COUNSEL SUBORDINATES	32
I447 MAINTAINING LISTS OF BUILDINGS CLOSING INSPECTIONS	30

DAFSC 57170. In contrast to the above skill level groups, tasks performed by 7-skill level personnel show some clear differences from their subordinates (see Table 15). While 3- and 5-skill level airmen perform primarily a technical job, 7-skill level members' job is highly supervisory (supervising five airmen on the average) and administrative. They concentrate the largest percentages of their job time performing tasks related to training, directing firefighting operations, and organizing and planning, as shown in Table 11. Representing 18 percent of the military survey sample ($N=249$), over one-half of the members in this group perform tasks descriptive of jobs such as Fire Protection Administrative/Supervisory Personnel, Fire Protection Training Personnel (Supervisory), and Technical Services Personnel (see Table 10). Relatively small percentages of these incumbents are scattered throughout the technical jobs; however, they are represented in all areas of the Fire Protection career field. Their heavy involvement in training activities sets these NCOs apart from their subordinates and from their superiors. Table 14 lists some tasks characteristic of this group of experienced technicians (average TAFMS = 163 months).

DAFSC 57190/00. The top-ranking military members in this career ladder represent roughly 2 percent ($N=31$) of the military force included in the survey sample ($N=1,412$), ranging between 221 to 249 months average military service time. The differences in task performance between 9-skill level and CEM code (57100) airmen are slight; therefore, these two groups will be discussed together. These differences center on the supervision and performance of more technical tasks by the 9-skill level group, whereas CEM code personnel show a purely managerial job orientation. For example, 9-skill level members rather than CEM code personnel are more likely to provide functions such as supervising personnel, directing fire protection administrative and technical activities, or coordinating activities with the respective OPR. The primary difference between these senior level airmen and 7-skill level personnel may be demonstrated by the example that 7-skill level members conduct training and this group utilizes its knowledge and technical expertise to develop methods for improving firefighting techniques (see Table 17). Sixty-five percent of the members in this skill-level group function in the jobs identified for Fire Protection Administrative/Supervisory Personnel and Fire Protection Training Personnel (Supervisory). Because they do not perform many of the technical tasks performed by their subordinates, and often delegate areas of supervisory or administrative responsibility to 7-skill level members, this group performs fewer tasks on the average (113) than any of the other skill level groups (see Table 16 for a listing of representative tasks for this DAFSC group).

Summary

Generally, tasks performed by 3- and 5-skill level personnel are highly similar, with time spent on tasks being the major differentiating factor. The performance of fewer and less difficult tasks by 3-skill level members may be attributed to the fact that these airmen are undergoing training to become certified firefighters. With an increase in experience level and certification to perform a wider variety of more complex firefighting activities, 5-skill level members build on the tasks performed by their junior counterparts. DAFSC 57150 personnel represent the crux of the career ladder,

TABLE 14
REPRESENTATIVE TASKS PERFORMED BY 57170 PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B115 WRITE AIRMAN PERFORMANCE REPORTS (APR)	73
C132 EVALUATE INDIVIDUAL PERFORMANCES	62
A40 PARTICIPATE IN AWARDS AND PROMOTION PROGRAMS	55
A25 ESTABLISH PERFORMANCE STANDARDS	53
D175 CONDUCT ON-GOING PROFICIENCY TRAINING	53
A54 SCHEDULE WORK ASSIGNMENTS	51
B81 DIRECT WORK ASSIGNMENTS	51
D207 MAINTAIN TRAINING RECORDS	48
B64 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	46
B75 DIRECT RESCUE OPERATIONS	45
D216 PLAN TRAINING EXERCISES AND CLASSES	43
E236 INSPECT BASE BUILDINGS	42
D160 CONDUCT EGRESS TRAINING FROM AIRCRAFT	41
B72 DIRECT MAINTENANCE OF EQUIPMENT	39
C127 EVALUATE EMERGENCY PROCEDURES	38
B67 DIRECT EXPLOSIVE MATERIALS FIREFIGHTING OPERATIONS	31

TABLE 15
TASKS WHICH BEST DIFFERENTIATE BETWEEN 3/5 AND 7-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 57;30/50 (N=1,132)	DAFSC 30371 (N=249)	DIFF
F399 CONNECT FIREHOSES TO FIRE PROTECTION EQUIPMENT, SUCH AS FIRE HYDRANTS, SYSTEMS, AND WATER TANKERS	68	13	55
F345 TURN ON FIRE HYDRANTS	65	13	52
F323 OPERATE NOZZLES	71	20	51
F317 MAKE HOSE LOAD FINISHES	63	19	44
J524 PERFORM TURRET OPERATION	59	10	40
P833 CHARGE AGENT TANKS ON FIREFIGHTING VEHICLES	55	18	37
F326 OPERATE PUMPER DRAFTS	44	9	35
F320 OPERATE EXTINGUISHERS	64	29	35
I428 ALERT FIREFIGHTING CREWS	42	8	34
J552 STANDBY MEDIVAC OR AIRVAC	48	14	34
B60 COUNSEL SUBORDINATES	27	78	-51
B56 CONDUCT SUPERVISORY INDOCTRINATIONS FOR NEWLY ASSIGNED PERSONNEL	8	55	-47
C132 EVALUATE INDIVIDUAL PERFORMANCE	18	62	-44
A25 ESTABLISH PERFORMANCE STANDARDS	9	53	-44
P69 DIRECT FIREFIGHTING OPERATIONS FOR STRUCTURAL FIRES	9	49	-40
J364 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	9	46	-37
D171 CONDUCT LIVE FIRE EXERCISES	8	43	-25
D216 PLAN TRAINING EXERCISES AND CLASSES	9	43	-34
C137 EVALUATE PREFIRE PLANS	7	41	-34
D180 CONDUCT STRUCTURAL FIREFIGHTING TRAINING	12	45	-33
B92 IMPROVE WORK METHODS	20	52	-32
D207 MAINTAIN TRAINING RECORDS	17	48	-31

TABLE 16
REPRESENTATIVE TASKS PERFORMED BY DAFSC 57190/00 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
C130 EVALUATE FIRE STATION FACILITIES	71
C120 EVALUATE ADMINISTRATIVE PROCEDURES	65
A43 PARTICIPATE ON DISASTER PREPAREDNESS PLANNING BOARDS	61
B63 DIRECT ADMINISTRATIVE FUNCTIONS	61
B55 CONDUCT STAFF MEETINGS	61
A26 ESTABLISH PERSONNEL REQUIREMENTS	61
A24 ESTABLISH ORGANIZATIONAL POLICIES	58
C129 EVALUATE FIRE PREVENTION PROGRAMS	58
A42 PARTICIPATE ON COMMANDERS COUNCILS OR COMMITTEES	55
H417 PREPARE FIRE INCIDENT MESSAGES	52
A18 DRAFT BUDGET ESTIMATES	45
A4 CONTACT PERSONNEL OF CIVILIAN COMMUNITIES ON MUTUAL AGREEMENTS	42
A9 DEVELOP JOINT FIREFIGHTING AND SAFETY PROCEDURES WITH BASE OPERATIONS PERSONNEL	42
A19 DRAFT CHANGES FOR FIREFIGHTING OPERATIONS PUBLICATIONS	39
H421 PREPARE INPUTS TO HISTORICAL REPORTS	39
B95 INTERVIEW CIVILIAN JOB APPLICANTS	35
H387 COORDINATE FUEL SPILL REPORTS WITH OPR	32

TABLE 17
TASKS WHICH BEST DIFFERENTIATE BETWEEN 7- AND 9/00-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 57170 (N=249)	DAFSC 57190/00 (N=31)	DIFF
B111 SUPERVISE FIRE PROTECTION SPECIALISTS (AFSC 57150)	64	29	35
D174 CONDUCT ON-THE-JOB TRAINING (OJT)	54	19	35
D175 CONDUCT ONGOING PROFICIENCY TRAINING	55	23	32
P839 INSPECT SELF-CONTAINED BREATHING APPARATUS	36	10	26
D145 ASSIGN INSTRUCTORS	39	13	26
D207 MAINTAIN TRAINING RECORDS	48	23	25
F309 ESTABLISH POSITIONS TO FIGHT FIRES	39	16	23
D182 CONDUCT TRAINING BRIEFINGS	43	19	24
D164 CONDUCT FIRST AID TRAINING	29	6	23
D180 CONDUCT STRUCTURAL FIREFIGHTING TRAINING	45	23	22
L593 ESTABLISH PROBABILITY OF WALL COLLAPSE	30	10	20
C120 EVALUATE ADMINISTRATIVE PROCEDURES	15	65	-50
A43 PARTICIPATE ON DISASTER PREPAREDNESS PLANNING BOARDS	14	61	-47
B63 DIRECT ADMINISTRATIVE FUNCTIONS	22	61	-39
C138 EVALUATE PRIORITIES FOR FIRE SERVICE DEFICIENCY PROGRAMS	12	48	-36
B87 IMPLEMENT COST-REDUCTION PROGRAMS	8	42	-34
C140 EVALUATE SECURITY PROGRAMS	17	48	-31
A18 DRAFT BUDGET ESTIMATES	14	45	-31
A4 CONTACT PERSONNEL OF CIVILIAN COMMUNITIES ON MUTUAL AID AGREEMENTS	13	42	-29
D223 SCHEDULE PRIME BEEF TRAINING	17	42	-25
H390 COORDINATE NO-LOSS FIRE EMERGENCY REPORTS WITH OPR	20	42	-22
H400 MAINTAIN FUEL SPILL REPORTS	4	26	-22
H388 COORDINATE HOST-TENANT AGREEMENTS WITH OPR	6	26	-20

particularly in the performance of technical tasks characteristic of this AFSC. On the other hand, 7-skill level respondents perform tasks distinguished from their subordinates in both relative percent time spent and percent members performing. Heavy involvement in the area of training distinguishes 7-skill level members from other military survey respondents. Top level NCOs (57190/00) virtually perform a supervisory and managerial job, using their expertise to establish policy and monitor the overall fire protection program and activities at a given location or at staff level. Task performance by members at the various skill levels conforms to the typical Air Force DAFSC progression pattern.

COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTIONS

To verify the completeness and accuracy of AFSC 571X0 specialty job descriptions, survey data were compared to the 3-/5-, 7-, and 9/00-skill level descriptions from AFR 39-1, effective April 1985, and October 1984 (for 7- and 9/00), respectively. Overall, the descriptions for 7- and 9/00-skill level members provide an accurate overview of the duties and responsibilities of the major jobs in which these members perform.

There are some discrepancies in the description for 3- and 5-skill level personnel that should be noted. Because of the interactiveness of jobs within the Fire Protection career ladder, there may be instances in which a 5-skill level member will be responsible for directing vehicle response and positioning and directing and coordinating firefighting and rescue activities. However, task incumbent data (percent members performing) show low percentages of 5-skill level airmen assuming these responsibilities, which are outlined in paragraph f of the specialty description for this group. Another area involves the maintenance and repair of fire extinguishers and extinguisher systems (paragraph h). According to discussions with incumbents in the field, many Air Force installations are relinquishing this area of fire protection to civilian contractor agencies. Also, some fire departments have purchased the new Halon-type extinguishers, which require less maintenance. Both these factors contribute to the substantially low percent members maintaining, recharging, or repairing fire extinguishers (see STS paragraph 6 in the TRAINING EXTRACT). The determination of requirements for fire detection and suppression systems and other activities related to fire protection engineering duties (AFR 39-1 paragraph j) also show very low performance by 5-skill level specialists and marginal performance by 7-skill level supervisors (AFR 39-1 paragraph e). For another area in the 3-/5-skill level description, under paragraph i involving the identification of fire hazards, data indicate less than 20 percent of 3- or 5-skill level members performing tasks related to this responsibility (Duty E in the job inventory). This function is accomplished primarily by 7-skill level personnel and is accurately reflected in the specialty description for this group.

The AFS responsibility under PRIME BEEF and other contingency activities, such as crash fire rescue (CFR), was identified in the job inventory. These areas, along with a reference to fighting hazardous material fires and spills,

may indicate new trends to be considered in capturing the total description of duties and responsibilities of Fire Protection personnel. The following section of this report will provide a detailed discussion of information suggesting these revisions.

TRAINING ANALYSIS

Occupational survey data are one of the many sources of information that can be used as a guide in developing training programs for first-termers. Several factors may be used in evaluating training. These factors include information related to: (1) the overall description of the job being performed by first-termers and their distribution across specialty jobs; (2) percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific groups of tasks or using certain equipment/fire fighting vehicles; and (3) TE and TD ratings.

TE ratings provided by career ladder subject-matter experts yielded an average rating of 3.41, with a standard deviation of 1.81. Tasks rated 5.22 or better (average TE + 1 standard deviation) are considered high in terms of providing structured training for first-term airmen. Table 18 lists examples of tasks rated highest in TE by subject-matter experts in the field. These tasks reflect a broad cross-section of technical firefighting activities from general fire protection duties, rescue, and maintenance of equipment, to fighting various types of fires, such as aerospace vehicle fires, hazardous materials fires, and structural fires. With the exception of some groups of tasks related to attacking hazardous material fires and special rescue activities, most of the tasks rated high in training emphasis are performed by substantial percentages of the targeted population. This coincides with the information presented in the SPECIALTY JOBS section of this report, which grouped the majority of first-enlistment personnel in technically-oriented jobs.

TD ratings were adjusted to an average of 5.00 and a standard deviation of 1.00. Hence, tasks with ratings of 6.00 are considered extremely difficult for the average airmen to perform proficiently (see Table 19). However, tasks with ratings of 3.00 or better are perceived as difficult enough to warrant centralized training. It is interesting to note that all tasks, except three, rated highest in TE discussed in the above paragraph, also received TD ratings of 3.00 or greater and are performed by large percentages of first-termers. These tasks then, should be considered for training in some form of structured program. In fact, the majority of these tasks are currently being trained in the basic course. Conversely, the vast majority of tasks rated highest in difficulty received TE ratings of average and below and are performed by very few first-enlistment personnel. Also, many of these most difficult tasks show small percentages of subsequent TAFMS groups (second enlistment and career) performing them. In part, this may be attributed to the nonoccurrence of specific conditions, such as confining LP fires or handling munitions and hazardous material mishaps. These highly difficult tasks relate primarily to directing firefighting operations, evaluating or inspecting varied fire

TABLE 18
EXAMPLES OF TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	PERCENT MEMBERS PERFORMING				
	TNG EMP*	1ST JOB	1ST ENL	TASK DIFF**	
F297 ADVANCE HAND LINES	7.47	84	77	3.44	
F305 DRIVE FIREFIGHTING VEHICLES	7.36	78	77	4.82	
L585 CONFINE STRUCTURAL FIRES	7.22	54	54	5.38	
J497 ATTACK AEROSPACE VEHICLE FIRES	7.17	32	40	5.15	
F337 PERFORM STRAIGHT HOSE LAYS	7.11	80	74	3.75	
F326 OPERATE PUMPER DRAFTS	6.93	59	61	4.27	
L580 CARRY HOSE LINES DOWN LADDERS	6.90	62	61	4.37	
F327 OPERATE SKID UNITS	6.83	14	43	4.01	
N774 RESCUE PERSONNEL FROM AEROSPACE VEHICLES	6.83	18	24	5.62	
F332 PERFORM VEHICLE RELAY OPERATIONS	6.78	42	45	5.33	
K557 CONFINE HAZARDOUS MATERIAL FIRES	6.72	14	16	6.48	
I436 LOCATE AND RELAY HAZARDOUS MATERIAL INFORMATION TO FIREFIGHTING CREWS	6.65	26	33	4.43	
M627 CONFINE LP FIRES	6.57	16	17	6.11	
P889 PERFORM PREVENTIVE MAINTENANCE ON BREATHING APPARATUS	6.54	57	60	4.29	
I430 DISPATCH FIREFIGHTING VEHICLES	6.43	38	46	3.52	
M671 EXTINGUISH VEHICLE CARGO FIRES	6.38	16	18	5.77	
P837 INSPECT FIRE DEPARTMENT VEHICLES	6.39	75	74	3.99	
N784 SAFETY EGRESS SYSTEMS ON AIRCRAFT	6.17	28	34	5.21	
I480 PLOT ENTRY CONTROL POINTS (ECP)	6.10	16	23	3.96	
P833 CHARGE AGENT TANKS ON FIREFIGHTING VEHICLES	6.01	56	59	3.78	
D187 DEMONSTRATE OPERATION OF FIREFIGHTING EQUIPMENT	5.96	34	38	4.74	
I482 PLOT TOXIC HAZARDOUS CORRIDORS (THC)	5.83	6	10	4.58	

* Average Training Emphasis = 3.41, with SD of 1.81
 ** Average Task Difficulty = 5.00, with SD of 1.00

TABLE 19
EXAMPLES OF TASKS RATED HIGHEST IN DIFFICULTY

TASKS	TASK DIFF*	PERCENT MEMBERS PERFORMING			
		1ST ENL	2ND ENL	CAREER	TNG EMP**
B71 DIRECT HAZARDOUS MATERIALS FIREFIGHTING OPERATIONS	7.80	1	11	33	2.85
B76 DIRECT ROCKET SITE FIREFIGHTING OPERATIONS	7.66	1	1	2	1.61
B73 DIRECT MISSILE SITE FIREFIGHTING OPERATIONS	7.53	1	3	3	1.61
B97 INVESTIGATE INCIDENTS	7.31	1	10	34	2.08
K562 EVALUATE HAZARDOUS MATERIAL FIRES	7.00	4	7	17	1.89
B70 DIRECT FIREFIGHTING OPERATIONS FOR WILD LAND FIRES	6.79	1	11	29	2.83
A35 ORGANIZE FIREFIGHTING PARTIES FROM MUTUAL-AID TASK FORCES	6.66	1	4	7	.85
L591 ESTABLISH CAPABILITY OF ROOF STRUCTURE TO SUPPORT FIREFIGHTERS	6.58	23	30	24	5.38
B64 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	6.56	3	19	43	3.11
M640 CONTROL PIPELINE FIRES	6.53	6	3	4	4.35
A7 DEVELOP FIRE PREVENTION TECHNIQUES	6.50	6	18	25	3.03
H393 ESTABLISH MUTUAL AID AGREEMENTS	6.47	1	1	4	.65
K559 CONTROL HAZARDOUS MATERIAL FIRES	6.44	15	20	13	6.64
L599 GATHER AND SECURE EVIDENCE TO DETERMINE CAUSES OF STRUCTURAL FIRES	6.32	17	27	26	6.25
B115 WRITE AIRMAN PERFORMANCE REPORTS (APR)	6.03	8	54	73	4.61
L597 EVALUATE STRUCTURAL FIRES	6.02	11	15	27	4.40
N749 IDENTIFY SIGNS AND SYMPTOMS OF INTERNAL BLEEDING	6.00	22	25	12	4.76

* Average Task Difficulty = 5.00, with SD of 1.00
** Average Training Emphasis = 3.41, with SD of 1.81

protection functions, training, and supervisory/administrative activities. Again, these findings correspond with the discussion rendered in the SPECIALTY JOBS section and ANALYSIS OF DAFSC GROUPS, which differentiated the performance of technical versus administrative/supervisory jobs based upon an experience factor. While reviewing this section of the report, note that tasks receiving high ratings on both task factors (TE and TD) accompanied by moderate to high percentages of members performing (30 percent or better) in the first-enlistment group may warrant inclusion in the basic course. (For a complete discussion of TE and TD, please refer back to the TASK FACTOR ADMINISTRATION section of this report.)

To facilitate the review of the AFSC 571XO Specialty Training Standard (STS) and Plan of Instruction (POI), technical school personnel at Chanute Technical Training Center matched job inventory tasks to appropriate sections of the STS and POI, dated September 1984 and April 1987, respectively. It was these matchings upon which comparisons to the training documents were based. It should be noted that comments and tables presented in this section pertaining to questionable elements (or lack of appropriate elements) in the training documents are intended to highlight what appear to be problem areas. A complete computer listing displaying percent members performing tasks, training emphasis, and TD ratings for each task, along with STS and POI matchings, has been forwarded to the technical school for its use in further detailed reviews of training documents. Summaries of that data are given below.

Because one of the most basic premises for conducting ABR training is to provide the graduate with the necessary skills and knowledge to perform the jobs and tasks most likely to be encountered in the first 4 years of service, an in-depth, detailed evaluation of the first-enlistment group will precede the discussion of the analysis of career ladder training documents. (Data used in the analysis for this section of the OSR may be found in the computer listings contained in the TRAINING EXTRACT.)

Analysis of First-Enlistment Personnel

Over one-half (56 percent) of all military respondents are in their first enlistment and have spent an average of 26 months in the Fire Protection career field. While the most dominant paygrade for these airmen is E-3, 72 percent have been awarded the 5-skill level. These airmen perform an average of 144 tasks in jobs primarily contained within the Primary Firefighters cluster, as shown in Figure 2. They perform tasks typically related to crew positions on the firefighting truck, such as handlineman, hydrantman nozzle-man, or turret operator. The dominance of technical tasks performed by this group is expected, since the bulk of the career ladder as well as this first-term group is composed of 5-skill level members. The largest concentrations of first-termers are distributed across four Major Commands: Strategic Air Command (SAC), Tactical Air Command (TAC), US Forces in Europe (USAFE), and Military Airlift Command (MAC). Only 28 percent of these junior personnel are stationed at overseas locations. There are no substantial differences noted in task performance among first-enlistment groups across MAJCOMs.

DISTRIBUTION OF 571X0 FIRST-ENLISTMENT
PERSONNEL ACROSS SPECIALTY JOBS
(N=795)

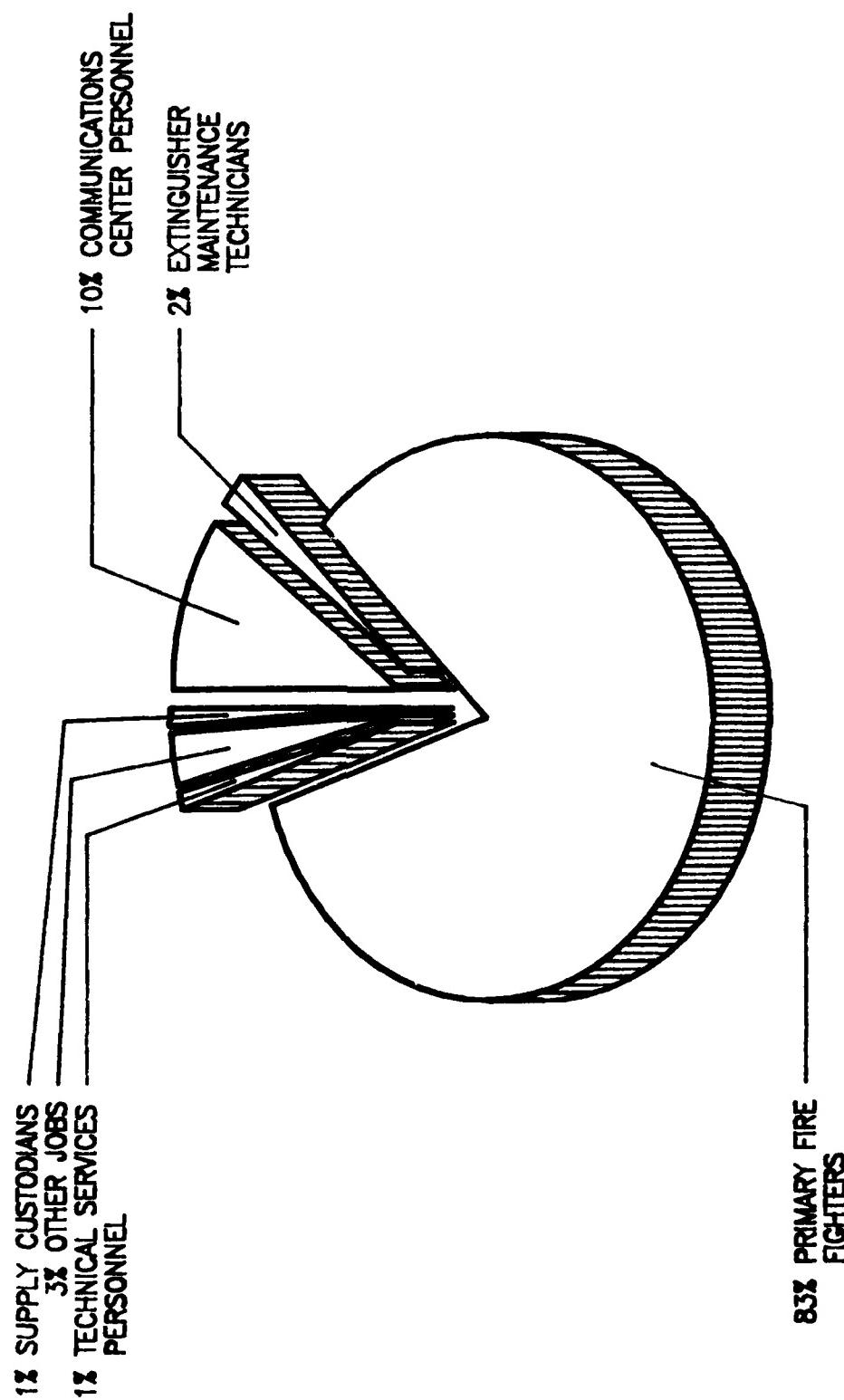


Figure 2

First-enlistment personnel perform essentially the same full range of technical tasks that are performed by the second-enlistment (49-96 months) group, though in some areas, such as fire alarm center responsibilities, the first-enlistment group shows larger percentages of members performing related tasks than subsequent enlistment groups. First-termers are not as involved in training activities as are second-enlistment members. Only in the third-enlistment period do the duties begin to show a marked shift from the full-range technical job performed by first-term personnel. Table 20 lists those tasks accounting for the largest percentage of time spent on the job by first-enlistment personnel. Many of these tasks pertain to general fire protection functions, alarm center operations, and maintenance of fire department equipment and are considered less difficult to perform (according to TD ratings). Again, this is expected, since some of these airmen may not be certified as firefighters and are training under the guidance of an experienced firefighter. Ninety-six percent of these members have completed the basic Fire Protection Specialty course and varying percentages of them have completed supplementary 5-skill level courses ranging from firefighting vehicle operations (P-2/P-4) to crash and structural firefighting. Only 3 percent have completed the 5-level course on munitions/hazardous material firefighting. Overall, tasks related to this particular area of firefighting are performed by small percentages of members across all enlistment groups. Tables 21, 22, and 23 provide information on vehicles, emergency equipment, and standard equipment most commonly utilized or maintained by first-enlistment personnel. These vehicles and equipment items are used by substantial percentages of other experience level groups as well.

Specialty Training Standard (STS)

A comprehensive review of STS 571X0, Fire Protection Specialty, dated September 1984, was made by comparing STS elements to survey data. Each paragraph was reviewed using training emphasis, task difficulty, and percent members performing information as stipulated in ATCR 52-22, dated 8 December 1986. STS paragraphs containing general information or subject matter knowledge proficiency requirements were not evaluated. Overall, the STS captures the various jobs identified in the career ladder structure analysis of this AFSC. The primary technical orientation of the career field is reflected in the numerous paragraphs devoted to technical fire protection operations, such as fighting various types of fires, equipment and vehicle maintenance, alarm room center operations, supply, and extinguisher maintenance. All of the performance coded STS items had relevant matched tasks. However, some of these areas revealed less than 20 percent members performing these related tasks (see Table 24). As a matter of fact, questionable support of any STS element was due to low percent members performing matched tasks across pertinent enlistment and skill level groups. Some of these areas, such as paragraph 24 (Supply and Contract Support), although showing less than the recommended incumbent performance data, are an integral part of the Fire Protection career field, as displayed in Figure 1. Another area involving Hazardous Material Firefighting (paragraph 9) shows low percent members performing tasks related to the subparagraphs and elements contained therein. Subject-matter experts in the field have rendered high TE and TD ratings to these tasks. Furthermore, members of the training community have identified these items as

TABLE 20
REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1-48 MONTHS TAFMS</u>
F323 OPERATE NOZZLES	80
P838 INSPECT PROTECTIVE CLOTHING	78
F345 TURN ON FIRE HYDRANTS	78
P839 INSPECT SELF-CONTAINED BREATHING APPARATUS	77
P837 INSPECT FIRE DEPARTMENT VEHICLES	74
F337 PERFORM STRAIGHT HOSE LAYS	74
F317 MAKE HOSE LOAD FINISHES	70
F320 OPERATE EXTINGUISHERS	68
P865 MAINTAIN PROTECTIVE CLOTHING	66
J524 PERFORM TURRET OPERATIONS	64
P832 BLEED AIR TANKS ON FIREFIGHTING VEHICLES	63
F298 CALCULATE HYDRAULIC PRESSURE	61
L604 OPERATE STRUCTURAL FIREFIGHTING VEHICLES	60
J550 STAND BY HOT BRAKE EMERGENCIES	59
N762 OPERATE PORTABLE POWER RESCUE SAWS	55
L585 CONFINE STRUCTURAL FIRES	54
F330 OPERATE WINCHES	53
I484 RECEIVE ADMINISTRATIVE CALLS	46
I430 DISPATCH FIREFIGHTING VEHICLES	46
I431 INFORM CREWS OF LOCATIONS AND NATURE OF EMERGENCIES	45
N759 OPERATE CASCADE SYSTEMS	42
A2 CONDUCT INVENTORIES OF EQUIPMENT	41
0796 SERVICE FIREFIGHTING VEHICLES	38
I484 READ AND INTERPRET SYMBOLS ON MAPS AND CHARTS	38
I435 INTERPRET WIND DIRECTIONS	30

TABLE 21
VEHICLES USED BY 30 PERCENT
OR MORE FIRST-ENLISTMENT PERSONNEL

<u>VEHICLES</u>	<u>PERCENT USING</u>
P-13/P-20 SUPPORT VEHICLE	78
PU-PICKUPS	67
P-12 PUMPER TRUCKS	64
P-8 PUMPER TRUCKS	63
P-2 CRASH TRUCKS	59
P-10 RESCUE TRUCKS	52
P-4 CRASH TRUCKS	50
P-19 CRASH TRUCKS	46
CA CARRY-ALL	33

TABLE 22
EMERGENCY EQUIPMENT USED BY 30 PERCENT
OR MORE FIRST-ENLISTMENT MEMBERS

<u>EMERGENCY EQUIPMENT</u>	<u>PERCENT USING</u>
PORTABLE RADIOS	65
SAFETY EQUIPMENT	62
DRESSINGS AND BANDAGES	55
EMERGENCY EQUIPMENT FOR RESCUE VEHICLE	54
STRETCHERS	52
FRACTURE EQUIPMENT LADDER/BOARD SPLINTS	46
BAG MASK RESUSCITATORS	36
OXYGEN INHALATION UNITS	33

TABLE 23

EQUIPMENT USED BY 30 PERCENT
OR MORE FIRST-ENLISTMENT PERSONNEL

<u>EQUIPMENT</u>	<u>PERCENT USING</u>
PROTECTIVE BREATHING APPARATUS	86
SPANNER WRENCHES	85
FLASHLIGHTS	84
HOSE CLAMPS	84
HYDRANT WRENCHES	83
NOZZLES	83
ROPES	83
CRASH BUNKER PROTECTIVE CLOTHING	82
GATED WYES	82
HALON FIRE EXTINGUISHERS	82
BOLT CUTTERS	81
SALVAGE COVERS	81
SHOVELS	79
SMOKE EJECTORS	79
EXTENSION LADDERS -36 FT	78
CROWBARS	77
PORTABLE POWER RESCUE SAWS	75
CRASH AXES	74
EXTENSION LADDERS -24 FT	67
CABLE CUTTERS	62
DEARMING TOOLS	62
HOSE BELTS	62
RESCUE VEHICLE AUXILIARY GENERATORS	61
WINCHES	61
AIR CHISELS	60
ADAPTERS-HOSE CONNECTORS	59
HURST TOOLS	58
HAND LIGHTS	57
ATTIC LADDERS	56
BACKBOARDS/KENDRICKS EXTRACTION DEVICES	56
CASCADE SYSTEMS	54
FOLDING LADDERS - LITTLE GIANT A-FRAME	50
HARNESS KNIVES	49
SKIN PENETRATORS	35
WRECKING BARS	33
CHAIN SAWS	30
HEAT SCANNERS	30

TABLE 24

EXAMPLES OF STS AREAS REQUIRING REVIEW
(LESS THAN 20 PERCENT MEMBERS PERFORMING MATCHED TASKS)

STS ELEMENTS/MATCHED TASKS	PERCENT MEMBERS PERFORMING		
	1ST ENL	57150	57170
3C(3) SAFETY HAZARDS, MONITOR CORRECTIVE ACTIONS (- 2b 4c)			

C138 EVALUATE PRIORITIES FOR FIRE SERVICE DEFICIENCY PROGRAMS	1	2	12
4A MAINTAIN REFERENCE FILES (- b 2c)			

D206 MAINTAIN STUDY REFERENCE FILES	1	3	16
D199 ESTABLISH STUDY REFERENCE FILES	1	2	10
6C OPERATIONALLY TEST EXTINGUISHERS (- 3c 4c)			

Q942 TEST FIRE EXTINGUISHERS	7	8	3
Q894 HYDROSTATIC TEST FIRE EXTINGUISHER CYLINDERS	3	4	1
0944 WEIGH TEST AIRCRAFT HANDHELD FIRE EXTINGUISHERS	2	4	1
9B(3) CONTROL FIRES INVOLVING NBC MATERIALS (2b/b 3b 4c)			

K557 CONFINE HAZARDOUS MATERIAL FIRES	16	18	13
K559 CONTROL HAZARDOUS MATERIAL FIRES	15	17	14
M662 EXTINGUISH BOMBING RANGE CHEMICAL-SOURCE FIRES	3	3	0
21G INSPECT TRANSMITTING/RECEIVING DEVICES (- 3c 4c)			

G356 INSPECT FIRE ALARM RECORDING EQUIPMENT	11	12	10
G355 INSPECT FIRE ALARM RECEIVING EQUIPMENT	9	13	16
G376 INSPECT TRANSMITTING DEVICES	6	9	16
G378 INSPECT WATER RESERVOIR TRANSMITTERS	0	0	1

training standard elements that are supported when determining wartime course lengths in resident training programs. These two areas then, probably should not be considered for deletion. Also, discrepancies identified in the AFR 39-1 description for 3- and 5-skill level personnel regarding tasks, such as inspecting for fire hazards and repairing fire extinguishers, should be compared with STS data. These examples demonstrate the need for members of the training community to exercise careful consideration in tempering percent members performing data, task factor information (TE and TD), safety and overall knowledge of the career field when making decisions to add or delete areas in the document which outlines training for the career ladder as a whole.

The final analysis of the STS was in the section of Tasks Not Referenced to any STS paragraph, located at the end of the STS computer printout in the TRAINING EXTRACT. These tasks were reviewed to determine if they focused on a common function. Table 25 lists some tasks not referenced to any portion of the STS, showing 20 percent or more members performing in one of the pertinent groups. This listing depicts a wide range of tasks in various fire protection functional areas not matched to any STS item. Duties representing the largest number of tasks not referenced but performed by substantial percentages across first-enlistment, 5- or 7-skill level groups ranked in the following order: (1) Training (Duty D); (2) Performing Fire Alarm Duties (Duty I); Maintaining Equipment (Duty P); and (3) Performing Technical Services (Duty S). These areas, as well as all tasks not referenced, should be reviewed by career ladder managers to determine whether they warrant inclusion in the STS.

Plan of Instruction (POI)

This 6-week, 4-day course is intended to provide the basic skills and knowledge necessary to perform fire protection specialist duties as outlined in AFR 39-1 and as guided by the current STS, discussed in the above section. Although training in the basic resident course is offered to both military and civilians, only first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) military members will be considered in this review of the POI. Ninety-six percent of all first-termers have completed this basic course provided through 3340 TCHTG at Chanute AFB. Award of the semiskilled (3-skill) level is obtained upon successful completion of this course.

A similar method to that described in the analysis of the STS was used in the evaluation of the POI for Course C3ABR57130, dated 15 April 1987. As stipulated in AFR 52-22, data pertaining to TE and TD ratings, as well as percent members performing information for the targeted groups (described above), are the basic considerations in designing ABR training programs. Hence, for tasks having a high probability of performance (30 percent or more members performing), ABR course training should be considered. Of course, this decision must be tempered with the difficulty level of the task and the amount of training emphasis recommended by subject-matter experts in the field.

Following these criteria, the majority of POI performance objectives are supported by survey data. Several areas were not evaluated due to the absence of matched tasks. These areas involved clearing obstructions from the airway (Block II, 5B), and safely mounting/dismounting firefighting vehicles (Block

TABLE 25
EXAMPLES OF TASKS NOT REFERENCED TO 571X0 STS
(20 PERCENT OR MORE MEMBERS PERFORMING)

TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF**
	TNG EMP*	1ST ENL	DAFSC 57150	DAFSC 57170	
I437 LOCATE AND RELAY INFORMATION FROM MUNITIONS TECHNICAL ORDERS (TO)	6.44	23	24	4	4.75
J518 OPERATE STRUCTURAL MODES	6.39	49	47	13	4.47
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	6.25	49	54	67	4.53
J532 RESPOND TO UNAUTHORIZED AIRCRAFT MOVEMENT	6.25	33	34	30	4.09
J522 PERFORM EMERGENCY SHUTDOWN OF AIRCRAFT GROUND EQUIPMENT	6.18	31	34	17	5.06
I480 PLOT ENTRY CONTROL POINTS (ECP)	6.10	23	24	14	3.96
I435 INTERPRET WIND DIRECTIONS	5.93	30	29	7	3.98
I451 MAINTAIN SYSTEM OUTAGE BOARDS	5.71	29	29	4	3.54
I477 OPERATE TWO-WAY RADIOS	5.69	54	50	17	2.87
D209 PARTICIPATE IN OFF-DUTY FIRE PROTECTION EDUCATION	5.50	25	34	43	4.91
I447 MAINTAIN LISTS OF BUILDINGS CLOSING INSPECTIONS	5.44	3U	30	6	3.41
I493 TEST HOUSE BELLS	5.19	33	33	6	2.31
I455 MONITOR AREA FIRE STATION RADIO FREQUENCIES	5.07	27	27	5	3.20
D164 CONDUCT FIRST AID TRAINING	4.89	14	22	29	5.69
P864 MAINTAIN PORTABLE RADIOS	4.89	42	43	24	3.70
L610 PREPARE SPECIALIZED HIGH RISE HOSE PACKS	4.88	20	20	10	4.42
0824 TEST LADDERS	4.51	29	29	11	5.16
0881 TEST FIRE HYDRANTS	3.65	25	21	12	4.66
R946 ESCORT INCOMING EMERGENCY AIRCRAFT TO PARKING AREA	3.63	27	24	10	3.57
D171 CONDUCT LIVE FIRE EXERCISES	3.10	5	9	43	5.63
C137 EVALUATE PREFIRE PLANS	3.04	3	9	41	5.10
C131 EVALUATE FIREFIGHTING PROCEDURES	2.78	4	10	47	5.95

* Average Training Emphasis = 3.41, with SD of 1.81
** Average Task Difficulty = 5.00, with SD of 1.00

IV, 13I). Two areas of the POI should be reviewed to determine the appropriateness of the method of training (resident versus OJT) due to low percent members performing objective tasks. Block III(I) 13D and 15D, pertaining to crash firefighting, show less than the recommended 30 percent members performing the task of "rescue personnel from aerospace vehicles". As stated earlier, low performance on some of these emergency tasks may be due to infrequent occurrence of situations requiring them. Block I unit 2, related to locating technical orders and publications in four criterion objectives, indicates very low percentages of first-enlistment personnel performing this function in the field. While this area only accounts for 6 hours of training, data suggest this training may be provided more cost-effectively in the field via OJT.

Of the numerous tasks not referenced to any POI objectives, only 35 are performed by 30 percent or more first-job or first-enlistment members. The majority of these tasks pertain to maintenance of firefighting equipment. Table 26 lists some of the tasks having substantial percentages of the targeted population performing, yet are not referenced to POI performance objectives.

Summary of Training Analysis

The greatest percentage of first-enlistment personnel perform a range of tasks descriptive of the job identified for Primary Firefighters. This parallels the distribution of the career ladder as a whole. Many perform tasks dictated by their crew position, such as handlineman, nozzleman, or turret operator.

Overall, the STS and POI are well supported by survey data. Several areas in both documents indicated questionable support based on low percent members performing related tasks. However, as stated earlier, careful consideration should be exercised when making deletions from these documents due to the infrequency of occurrence of some emergency situations or mishaps, thereby reflecting low percent members having the probability of performance.

JOB SATISFACTION

Jobs may change over time for many reasons, such as mergers, splits, or shreds within or between AFSCs, thereby affecting the jobs of the individuals supporting these specialties. The results of job satisfaction responses of the current survey sample were analyzed using several comparisons: (1) across specialty job groups identified in the Career Ladder Structure section of this report; (2) between TAFMS groups of a comparative sample of personnel from other Direct Support specialties surveyed in 1986 (Metal Fabricating (AFSC 552X2) and Services (AFSC 611X0)); and (3) between TAFMS groups of the previous survey. A review of job satisfaction indicators can aid training and

TABLE 26

EXAMPLES OF TASKS NOT REFERENCED TO PO1 C3ABR57130
(30 PERCENT OR MORE MEMBERS PERFORMING)

TASKS	PERCENT MEMBERS PERFORMING		
	TNG EMP*	1ST JOB (N=367)	1ST ENL (N=795)
F321 OPERATE HALON PENETRATOR NOZZLES	6.61	33	31
F341 SELECT FIRE EXTINGUISHING AGENTS TO BE USED	6.58	37	40
P889 PERFORM PREVENTIVE MAINTENANCE ON BREATHING APPARATUS	6.54	57	60
J518 OPERATE STRUCTURAL MODES	6.39	43	49
R956 OPERATE RAMP PATROL VEHICLES	6.36	44	45
N725 DRIVE RESCUE VEHICLES	6.29	20	32
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	6.25	46	49
J522 PERFORM EMERGENCY SHUTDOWN OF AIRCRAFT GROUND EQUIPMENT	6.18	24	31
I435 INTERPRET WIND DIRECTIONS	5.93	25	30
P890 PRESSURE TEST FIRE HOSES	5.67	49	53
P892 TEST BREATHING APPARATUS	5.49	59	56
P832 BLEED AIR TANKS ON FIRE FIGHTING VEHICLES	5.21	60	63
P879 MOUNT TIRES ON FIRE FIGHTING VEHICLES	3.64	22	31
A2 CONDUCT INVENTORIES OF EQUIPMENT	3.56	35	41
B86 IDENTIFY EQUIPMENT FOR REPAIR OR DISPOSAL	3.13	30	28

* Average Training Emphasis = 3.41, with SD of 1.81
** Average Task Difficulty = 5.00, with SD of 1.00

utilization personnel in determining trends or identifying perceptions of work environments rendered by incumbents, as well as their attitudes in areas such as training, use of talents, and reenlistment intentions.

Members performing the higher echelon jobs, such as Fire Protection Administrative/Supervisory Personnel and Technical Services Personnel, indicated overall higher levels of job satisfaction than did those performing primarily technical jobs. Generally, these members have more experience in the career field and more time in their jobs. Communications Center Personnel indicate the lowest levels of job satisfaction--lower than members of any other technically oriented job. Likewise, data from the previous survey indicate members performing this job reported lower job satisfaction levels than other career ladder groups. It is interesting to note that, while Supply Custodians show the highest level for perceived use of talents (100 percent), only half as many (50 percent) perceive their training is being well utilized, as displayed in Table 27. Job satisfaction between military and civilian members was examined separately, due to possible differences in frame of reference when rating indicators. Overall, both military and civilian members report positive levels of job satisfaction (see Table 28).

In the comparison of job satisfaction data with a comparative sample of other Direct Support AFSCs (Metal Fabricating (AFSC 552X2) and Services (AFSC 611X0)) surveyed in 1986 (Table 29), Fire Protection respondents indicate higher levels of job satisfaction across all enlistment groups. While reenlistment intent is relatively constant, lower percentages of first-enlistment members of the Fire Protection career ladder indicate positive plans for reenlistment. This may be due in part to the marketability (i.e., supply and demand) of firefighting skills in the civilian sector over those skills acquired through metal fabricating or services.

Table 30 provides a comparison of job satisfaction information between experience groups in the current sample and those of the previous survey. The comparison between first-enlistment groups indicates a noticeable shift towards increased job satisfaction across all indicators. The dissatisfaction of first-termers in the previous survey was reflected in their low reenlistment intent. An increase in this area is noted between these corresponding groups over the last 10 years; however, first-termers of the current survey are almost equally divided between positive and negative reenlistment intentions. Larger percentages of career personnel of the current sample indicate plans to retire (17 percent), although their reenlistment intent remains relatively consistent with their peer group from the previous survey. Generally, there has been an increase in job satisfaction for the career ladder as a whole, since the last survey.

Analysis of Write-in Comments

Occupational survey booklets include blank pages on which career ladder personnel may write in additional tasks or make comments about any subject. In addition, general background information extracted from job inventories may be used to address specific issues raised by career ladder personnel.

TABLE 27
JOB SATISFACTION INFORMATION FOR FIRE PROTECTION SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	FIRE PROTECTION ADMIN/SUPV PERSONNEL (STG088, N=176)	FIRE PROTECTION TNG PERS (SUPVRY) (STG055, N=57)	TECHNICAL SERVICES PERSONNEL (STG068, N=207)	EXTINGUISHER MAINTENANCE TECHNICIANS (STG119, N=32)
<u>EXPRESSED JOB INTEREST:</u>				
INTERESTING	92	86	90	88
SO-SO	5	7	6	9
DULL	2	7	2	3
<u>PERCEIVED UTILIZATION OF TALENTS:</u>				
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	95	86	91	78
	4	14	8	19
<u>PERCEIVED USE OF TRAINING:</u>				
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	94	91	90	81
	5	9	10	19
<u>REENLISTMENT INTENTIONS:</u>				
YES, OR PROBABLY YES	35	49	36	84
NO, OR PROBABLY NO	6	7	8	13
(NOT APPLICABLE OR NO RESPONSE)	49	26	52	0

Columns may not equal 100 percent due to rounding or nonresponse

TABLE 27 (CONTINUED)
 JCB SATISFACTION INFORMATION FOR FIRE PROTECTION SPECIALTY JOBS
 (PERCENT MEMBERS RESPONDING)

	<u>PRIMARY FIRE FIGHTERS (STG035, N=1,442)</u>	<u>SUPPLY CUSTODIANS (STG361, N=12)</u>	<u>COMMUNICATIONS CENTER PERSONNEL (STG197, N=132)</u>
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	75	64	83
SO-SO	14	20	17
DULL	10	14	0
<u>PERCEIVED UTILIZATION OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	80 19	69 30	100 0
<u>PERCEIVED UTILIZATION OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	85 14	75 24	50 50
<u>REENLISTMENT INTENTIONS:</u>			
YES, OR PROBABLY YES NO, OR PROBABLY NO (NOT APPLICABLE OR NO RESPONSE)	40 23 36	48 38 14	75 17 0

Columns may not equal 100 percent due to rounding or nonresponse

TABLE 28

JOB SATISFACTION INFORMATION FOR FIRE PROTECTION PERSONNEL
 (PERCENT MILITARY AND CIVILIAN MEMBERS RESPONDING)

	TOTAL SAMPLE (N=2,155)	MILITARY MEMBERS (N=1,412)	CIVILIAN MEMBERS (N=743)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	78	73	86
SO-SO	12	15	8
DULL	9	11	4
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	82 17	79 20	88 11
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	85 14	83 17	89 9
<u>REENLISTMENT INTENTIONS:</u>			
YES, OR PROBABLY YES NO, OR PROBABLY NO (NOT APPLICABLE OR NO RESPONSE)	42 20 35	64 31 1	0 0 100

Columns may not equal 100 percent due to nonresponse or rounding

TABLE 29

TAFMS JOB SATISFACTION DATA
(PERCENT MEMBERS RESPONDING)

		1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
		CURRENT COMP SURVEY (N=795)		CURRENT COMP SURVEY (N=274)		CURRENT COMP SURVEY (N=343)	
		CURRENT SAMPLE* (N=97)	CURRENT SAMPLE* (N=413)	CURRENT SAMPLE* (N=750)	CURRENT SAMPLE* (N=750)	CURRENT SAMPLE* (N=343)	CURRENT SAMPLE* (N=750)
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	71	57	72	58	81	69	
SO-SO	16	22	15	22	11	17	
DULL	12	20	10	20	8	13	
<u>PERCEIVED USE OF TALENTS:</u>							
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	76	63	78	66	85	75	
	23	36	21	33	14	24	
<u>PERCEIVED USE OF TRAINING:</u>							
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	84	79	80	67	82	70	
	16	20	19	32	17	29	
<u>REENLISTMENT INTENTIONS:</u>							
YES, OR PROBABLY YES	57	64	72	72	73	74	
NO, OR PROBABLY NO	42	34	27	26	8**	8	

* Includes personnel in direct support AFSCs 552X2 and 611X0

** 17 percent of the career group indicated intent to retire
Columns may not equal 100 percent due to rounding or nonresponse

TABLE 30

COMPARISON OF JOB SATISFACTION DATA
BETWEEN 1978 SURVEY AND CURRENT SURVEY
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS			49-96 MOS TAFMS			97+ MOS TAFMS		
	CURRENT SURVEY (N=795)		PREVIOUS SAMPLE (N=1,462)	CURRENT SURVEY (N=274)		PREVIOUS SAMPLE (N=349)	CURRENT SURVEY (N=343)		PREVIOUS SAMPLE (N=513)
<u>EXPRESSED JOB INTEREST:</u>									
INTERESTING	71	63	72	65	81	76			
SO-SO	16	16	15	18	11	12			
DULL	12	18	10	14	8	6			
<u>PERCEIVED USE OF TALENTS:</u>									
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	76	66	78	75	85	87			
	23	34	21	25	14	11			
<u>PERCEIVED USE OF TRAINING:</u>									
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	84	74	80	78	82	87			
	16	25	19	20	17	10			
<u>REENLISTMENT INTENTIONS:</u>									
YES, OR PROBABLY YES	57	31	72	60	73	75			
NO, OR PROBABLY NO	42	68	27	39	8*	24			

* 17 percent of the career group indicated intent to retire
Columns may not equal 100 percent due to rounding or nonresponse

Over 100 survey respondents utilized the write-in section to relay additional information. Additional write-in tasks identified the cross-manning of personnel on crash and structural firefighting vehicles, as discussed in the SPECIALTY JOBS section of this report. Equipment write-ins identified the 1,500 gallon water distributor as an additional highly used item. This item will be included in future job inventory equipment lists. Other information pertained to additional duties or job titles such as first responder, driver/operator of crash and structural vehicles. These jobs were identified in the SPECIALTY JOBS section as variations (depending on crew position) within the Primary Firefighter cluster of jobs, and are performed by Senior as well as Junior Firefighters. One respondent reiterated the problem of low percent members performing emergency tasks due to infrequency or nonoccurrence of mishaps as follows:

"...Most firefighters have good to excellent knowledge on what they are supposed to do in an actual emergency, but I wouldn't say that many of them could actually handle the pressure and excitement in a real situation, except for the firefighters who either had enough (real life) experiences, or are naturally calm people to handle emergencies."

IMPLICATIONS

One of the primary purposes for conducting this survey was to provide data to assess and update career ladder training. This was accomplished by an examination of documents that set the precedence for career ladder training, specifically AFR 39-1, the STS and POI. Generally, the STS reflected the technical nature of jobs operating within the Fire Protection career field. Some areas, such as hazardous material firefighting, showing low percent members performing should be reviewed carefully by career ladder managers. Members of the training community must keep in mind the fact that most real-life emergencies or mishaps occur infrequently; yet, the necessity for prompt, proficient response by qualified personnel is essential. The POI performance objectives are well supported by survey data, indicating first-termers are indeed being trained to perform tasks essential to the requirements of their jobs. This positive perception of training utilization is reflected in generally high job satisfaction indicators across all reported areas for this group. Both the STS and POI may require some minor revisions; otherwise, these documents are comprehensive and fairly accurate. Specific responsibilities of 3- and 5-skill level personnel, such as repairing fire extinguishers and inspecting for fire hazards, as outlined in AFR 39-1 Specialty Description for these groups, are performed by very low percentages of these airmen. This document warrants extensive review, to accurately reflect the responsibilities of this group and to become better aligned with the STS.

Analysis of the current career ladder structure suggests there have been essentially no changes, other than updated equipment items, in the Fire Protection career ladder since the previous survey in 1978. The primary focus of

the major jobs operating within this career ladder is rooted in a technical orientation. Personnel performing the job described for Primary Firefighters make up the bulk of the career field and perform a job broader in scope than any other job identified in the career ladder. Military and civilian members are found in all major jobs, with the exception of Extinguisher Maintenance Technicians and Supply Custodians. Overall, civilian members show larger percentages performing administrative/supervisory tasks than their military counterparts. Both groups show high levels of job satisfaction. Communications Center Personnel continue to show overall lower job satisfaction levels than members of any other career ladder job. Job satisfaction levels across TAFMS groups are high. This is reflected in the relatively high percentage of members in each enlistment group, indicating positive reenlistment sentiments.

APPENDIX A

TABLE AI

GROUP ID NUMBER AND TITLE: STG088, FIRE PROTECTION ADMINISTRATIVE/SUPERVISORY PERSONNEL

GROUP SIZE: 176 PERCENT OF SAMPLE: 8%

AVERAGE TAFMS: 101 MONTHS (MILITARY)

AVERAGE TIME FED SERVICE: 112 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
B60 COUNSEL SUBORDINATES	95
A21 ESTABLISH COMMAND POSTS AT FIRE AREAS	91
A1 ASSIGN PERSONNEL TO DUTY POSITION	90
B64 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	86
A32 ESTABLISH WORK PRIORITIES	85
B94 INTERPRET DIRECTIVES FOR SUBORDINATES	83
B93 INITIATE PERSONNEL ACTIONS	82
B71 DIRECT HAZARDOUS MATERIALS FIREFIGHTING OPERATIONS	81
B97 INVESTIGATE INCIDENTS	80
C127 EVALUATE EMERGENCY PROCEDURES	79
C137 EVALUATE PREFIRE PLANS	78
B75 DIRECT RESCUE OPERATIONS	78
A10 DEVELOP METHODS FOR IMPROVING FIREFIGHTING TECHNIQUES	77
B81 DIRECT WORK ASSIGNMENTS	74
B67 DIRECT EXPLOSIVE MATERIALS FIREFIGHTING OPERATIONS	74
C142 EVALUATE WORK SCHEDULES	73
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	72
B118 WRITE SPECIAL REPORTS	70
B96 INVESTIGATE ACCIDENTS	70
B80 DIRECT UTILIZATION OF EQUIPMENT	68
B116 WRITE CIVILIAN PERFORMANCE REPORTS	67
B70 DIRECT FIREFIGHTING OPERATIONS FOR WILD LAND FIRES	66
A29 ESTABLISH STANDING OPERATING PROCEDURES (SOP)	64
H385 COORDINATE FIRE INCIDENT MESSAGES WITH OPR	61
H386 COORDINATE FIRE INCIDENT REPORTS WITH OPR	61
A24 ESTABLISH ORGANIZATIONAL POLICIES	60
C136 EVALUATE PHYSICAL CONDITIONING PROGRAMS	59
A2 CONDUCT INVENTORIES OF EQUIPMENT	58
L597 EVALUATE STRUCTURAL FIRES	57
A26 ESTABLISH PERSONNEL REQUIREMENTS	57
D146 BRIEF PERSONNEL ON FIRE SAFETY	53
L599 GATHER AND SECURE EVIDENCE TO DETERMINE CAUSES OF STRUCTURAL FIRES	52
D182 CONDUCT TRAINING BRIEFINGS	49
L592 ESTABLISH PROBABILITY OF FLOOR COLLAPSE	49
M650 ESTABLISH CAUSES OF MISCELLANEOUS FIRES	49

TABLE A1a

GROUP ID NUMBER AND TITLE: STG244, ASSISTANT CHIEFS OF OPERATIONS
 GROUP SIZE: 94 PERCENT OF SAMPLE: 4%
 AVERAGE TAFMS: 69 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 141 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
B64 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	98
B69 DIRECT FIREFIGHTING OPERATIONS FOR STRUCTURAL FIRES	97
B75 DIRECT RESCUE OPERATIONS	97
B74 DIRECT OVERHAUL OPERATIONS	96
D171 CONDUCT LIVE FIRE EXERCISES	93
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	90
D180 CONDUCT STRUCTURAL FIREFIGHTING TRAINING	88
B67 DIRECT EXPLOSIVE MATERIALS FIREFIGHTING OPERATIONS	88
B97 INVESTIGATE INCIDENTS	87
B111 SUPERVISE FIRE PROTECTION SPECIALISTS (AFSC 57150)	86
C127 EVALUATE EMERGENCY PROCEDURES	85
A10 DEVELOP METHODS FOR IMPROVING FIREFIGHTING TECHNIQUES	84
D145 ASSIGN INSTRUCTORS	83
C133 EVALUATE INDIVIDUALS FOR PROMOTION	82
C130 EVALUATE FIRE STATION FACILITIES	81
B113 SUPERVISE FIRE PROTECTION SUPERVISORS (AFSC 57170)	80
F309 ESTABLISH POSITIONS TO FIGHT FIRES	78
A30 ESTABLISH STATION INSTRUCTIONS	78
L595 ESTIMATE BUILDING DAMAGE	72
D174 CONDUCT ON-THE-JOB TRAINING (OJT)	68
A2 CONDUCT INVENTORIES OF EQUIPMENT	68
L599 GATHER AND SECURE EVIDENCE TO DETERMINE CAUSES OF STRUCTURAL FIRES	67
K563 EVALUATE HAZARDOUS SPILLS	67
J503 ESTABLISH APPROACHES TO AEROSPACE VEHICLE FIRES	66
B85 ESTABLISH WORK CONTROLS	65
A6 DETERMINE SUPPLY REQUIREMENTS	65
K570 IDENTIFY HAZARDOUS MATERIAL USING DEPARTMENT OF DEFENSE (DOD) IDENTIFICATION SYSTEM	64
E236 INSPECT BASE BUILDINGS	63
K571 IDENTIFY HAZARDOUS MATERIAL USING DEPARTMENT OF TRANSPORTATION IDENTIFICATION SYSTEM	60
H387 COORDINATE FUEL SPILL REPORTS WITH OPR	54
D224 SCHEDULE TRAINING EXERCISES AND CLASSES	53
D173 CONDUCT MUTUAL AID TRAINING	53
M653 ESTIMATE EXTENT OF FIRES (ACREAGE/SQUARE MILES)	53
B59 COORDINATE WORK ACTIVITIES WITH OPR	52

TABLE A1b

GROUP ID NUMBER AND TITLE: STG612, DEPUTY FIRE CHIEFS
 GROUP SIZE: 15 PERCENT OF SAMPLE: 1%
 AVERAGE TAFMS: 209 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 8 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
B82 DRAFT CORRESPONDENCE	100
A21 ESTABLISH COMMAND POSTS AT FIRE AREAS	100
A24 ESTABLISH ORGANIZATIONAL POLICIES	93
B63 DIRECT ADMINISTRATION FUNCTIONS	86
A30 ESTABLISH STATION INSTRUCTIONS	87
A45 PLAN OR PREPARE BRIEFINGS	87
A10 DEVELOP METHODS FOR IMPROVING FIREFIGHTING TECHNIQUES	87
C130 EVALUATE FIRE STATION FACILITIES	87
B97 INVESTIGATE INCIDENTS	87
B96 INVESTIGATE ACCIDENTS	87
A29 ESTABLISH STANDING OPERATING PROCEDURES (SOP)	80
B118 WRITE SPECIAL REPORTS	80
D143 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	80
C131 EVALUATE FIREFIGHTING PROCEDURES	80
C137 EVALUATE PREFIRE PLANS	80
A18 DRAFT BUDGET ESTIMATES	80
A9 DEVELOP JOINT FIREFIGHTING AND SAFETY PROCEDURES WITH BASE OPERATIONS PERSONNEL	67
B64 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	67
A8 DEVELOP FUNCTIONAL CHARTS	67
C129 EVALUATE FIRE PREVENTION PROGRAMS	60
A43 PARTICIPATE ON DISASTER PREPAREDNESS PLANNING BOARDS	60
A41 PARTICIPATE ON CIVIL ENGINEER (CE) ADVISORY BOARDS	60
A4 CONTACT PERSONNEL OF CIVILIAN COMMUNITIES ON MUTUAL AID AGREEMENTS	60
B95 INTERVIEW CIVILIAN JOB APPLICANTS	53
A12 DEVELOP ORGANIZATIONAL CHARTS	53
A19 DRAFT CHANGES FOR FIREFIGHTING OPERATIONS PUBLICATIONS	47

TABLE AIC

GROUP ID NUMBER AND TITLE: STG671, FIRE CHIEFS
 GROUP SIZE: 29 PERCENT OF SAMPLE: 1%
 AVERAGE TAFMS: 111 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 116 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C127 EVALUATE EMERGENCY PROCEDURES	100
A21 ESTABLISH COMMAND POSTS AT FIRE AREAS	97
C120 EVALUATE ADMINISTRATIVE PROCEDURES	97
C130 EVALUATE FIRE STATION FACILITIES	97
C129 EVALUATE FIRE PREVENTION PROGRAMS	97
A45 PLAN OR PREPARE BRIEFINGS	97
B93 INITIATE PERSONNEL ACTIONS	93
A24 ESTABLISH ORGANIZATIONAL POLICIES	93
C131 EVALUATE FIREFIGHTING PROCEDURES	93
A29 ESTABLISH STANDING OPERATING PROCEDURES (SOP)	93
A10 DEVELOP METHODS FOR IMPROVING FIREFIGHTING TECHNIQUES	93
B97 INVESTIGATE INCIDENTS	90
A18 DRAFT BUDGET ESTIMATES	86
C123 EVALUATE BUDGET ESTIMATES	86
C124 EVALUATE CIVILIAN POSITION DESCRIPTIONS	86
A42 PARTICIPATE ON COMMANDERS COUNCILS OR COMMITTEES	83
A30 ESTABLISH STATION INSTRUCTIONS	83
B64 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	83
B89 IMPLEMENT SAFETY PROGRAMS	79
A4 CONTACT PERSONNEL OF CIVILIAN COMMUNITIES ON MUTUAL AID AGREEMENTS	79
B88 IMPLEMENT PROCEDURES FOR BASE DISASTER CONTROL EXERCISES	76
B69 DIRECT FIREFIGHTING OPERATIONS FOR STRUCTURAL FIRES	76
A9 DEVELOP JOINT FIREFIGHTING AND SAFETY PROCEDURES WITH BASE OPERATIONS PERSONNEL	72
B87 IMPLEMENT COST-REDUCTION PROGRAMS	72
B92 IMPROVE WORK METHODS	69
A19 DRAFT CHANGES FOR FIREFIGHTING OPERATIONS PUBLICATIONS	69
C135 EVALUATE MILITARY JOB DESCRIPTIONS	69
B71 DIRECT HAZARDOUS MATERIALS FIREFIGHTING OPERATIONS	69

TABLE AID

GROUP ID NUMBER AND TITLE: STG198, STATION CHIEFS
 GROUP SIZE: 15 PERCENT OF SAMPLE: 1%
 AVERAGE TAFMS: 107 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 70 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C132 EVALUATE INDIVIDUAL PERFORMANCES	100
B60 COUNSEL SUBORDINATES	100
A1 ASSIGN PERSONNEL TO DUTY POSITION	93
B57 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	93
B115 WRITE AIRMAN PERFORMANCE REPORTS (APR)	87
B107 SCHEDULE LEAVES	87
D145 ASSIGN INSTRUCTORS	87
B75 DIRECT RESCUE OPERATIONS	87
B111 SUPERVISE FIRE PROTECTION SPECIALISTS (AFSC 57150)	80
B81 DIRECT WORK ASSIGNMENTS	80
A32 ESTABLISH WORK PRIORITIES	80
B110 SUPERVISE CIVILIAN PERSONNEL	80
A25 ESTABLISH PERFORMANCE STANDARDS	80
B64 DIRECT AIRCRAFT CRASH FIRE OPERATIONS	80
B71 DIRECT HAZARDOUS MATERIALS FIREFIGHTING OPERATIONS	80
D180 CONDUCT STRUCTURAL FIREFIGHTING TRAINING	73
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	73
A54 SCHEDULE WORK ASSIGNMENTS	67
R92 IMPROVE WORK METHODS	67
B108 SELECT PERSONNEL TO ATTEND SPECIALIZED COURSES	67
C142 EVALUATE WORK SCHEDULES	60
C133 EVALUATE INDIVIDUALS FOR PROMOTION	60
D161 CONDUCT EGRESS TRAINING FROM BUILDINGS	60
F308 ESTABLISH EQUIPMENT POSITIONS	53
D143 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	53
C127 EVALUATE EMERGENCY PROCEDURES	47
B93 INITIATE PERSONNEL ACTIONS	47
D182 CONDUCT TRAINING BRIEFINGS	47
B72 DIRECT MAINTENANCE OF EQUIPMENT	47
E294 INSPECT WELDING, CUTTING, AND BRAZING JOB LOCATIONS	47
B86 IDENTIFY EQUIPMENT FOR REPAIR OR DISPOSAL	40
A2 CONDUCT INVENTORIES OF EQUIPMENT	40
C136 EVALUATE PHYSICAL CONDITIONING PROGRAMS	33

TABLE AII

GROUP ID NUMBER AND TITLE: STG055, FIRE PROTECTION TRAINING PERSONNEL
 (SUPERVISORY)

GROUP SIZE: 57

PERCENT OF SAMPLE: 3%

AVERAGE TAFMS: 117 MONTHS (MILITARY)

AVERAGE TIME FED SERVICE: 42 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D219 PREPARE LESSON PLANS	93
D207 MAINTAIN TRAINING RECORDS	89
D230 WRITE TRAINING RECORDS	88
D144 ADMINISTER TESTS	88
D216 PLAN TRAINING EXERCISES AND CLASSES	86
D194 DEVELOP TRAINING AIDS	86
D222 SCHEDULE OJT PROGRAMS	63
C127 EVALUATE EMERGENCY PROCEDURES	60
B56 CONDUCT SUPERVISORY INDOCTRINATIONS FOR NEWLY ASSIGNED PERSONNEL	60
D221 SCHEDULE INSTRUCTOR TRAINING PROGRAMS	58
D220 PREPARE TRAINING REQUIREMENTS REQUESTS	58
D184 CONDUCT VEHICLE CERTIFICATION	56
D187 DEMONSTRATE OPERATION OF FIREFIGHTING EQUIPMENT	56
D196 DIRECT TRAINING COURSES	56
D164 CONDUCT FIRST AID TRAINING	56
D158 CONDUCT DISASTER-TYPE DRILLS, SUCH AS "BROKEN ARROW"	54
D159 CONDUCT DRAFTING EXERCISES	51
D192 DEVELOP PLANS OF INSTRUCTION (POI)	49
D188 DEMONSTRATE PROCEDURES FOR LOCATING TECHNICAL INFORMATION	49
D147 CONDUCT AIRCRAFT EGRESS EXPLOSIVE TRAINING	49
D223 SCHEDULE PRIME BEEF TRAINING	47
A2 CONDUCT INVENTORIES OF EQUIPMENT	47
D215 PLAN PRIME BEEF TRAINING	46
D190 DEVELOP COURSE CURRICULA	44
D197 ENROLL PERSONNEL IN CAREER DEVELOPMENT COURSES (CDC)	44
H391 COORDINATE TDY ORDERS WITH OPR	44
D152 CONDUCT CLASSROOM EXPLOSIVE SAFETY TRAINING	40
D205 MAINTAIN ISD	39

TABLE AIIa

GROUP ID NUMBER AND TITLE: STG274, ASSISTANT CHIEFS OF TRAINING
 GROUP SIZE: 38 PERCENT OF SAMPLE: 2%

AVERAGE TAFMS: 96 MONTHS (MILITARY)

AVERAGE TIME FED SERVICE: 59 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D216 PLAN TRAINING EXERCISES AND CLASSES	100
D224 SCHEDULE TRAINING EXERCISES AND CLASSES	100
D219 PREPARE LESSON PLANS	100
D230 WRITE TRAINING RECORDS	97
D207 MAINTAIN TRAINING RECORDS	95
D200 ESTABLISH TRAINING REQUIREMENTS	95
D144 ADMINISTER TESTS	95
D182 CONDUCT TRAINING BRIEFINGS	95
D194 DEVELOP TRAINING AIDS	95
D174 CONDUCT ON-THE-JOB TRAINING (OJT)	92
D214 PLAN OJT PROGRAMS	92
D160 CONDUCT EGRESS TRAINING FROM AIRCRAFT	92
D229 WRITE TRAINING CORRESPONDENCE	87
D201 ESTABLISHVIDEOTAPE LIBRARIES	87
D218 PREPARE JOB QUALIFICATION STANDARDS (JQS)	84
D222 SCHEDULE OJT PROGRAMS	84
C127 EVALUATE EMERGENCY PROCEDURES	82
A10 DEVELOP METHODS FOR IMPROVING FIREFIGHTING TECHNIQUES	79
D228 WRITE TEST QUESTIONS	79
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	76
C132 EVALUATE INDIVIDUAL PERFORMANCES	76
D226 SCORE TESTS	76
D158 CONDUCT DISASTER-TYPE DRILLS, SUCH AS "BROKEN ARROW"	74
D227 SELECT INSTRUCTORS	71
D164 CONDUCT FIRST AID TRAINING	71
D189 DEVELOP BRIEFINGS	68
D184 CONDUCT VEHICLE CERTIFICATION	63
D159 CONDUCT DRAFTING EXERCISES	63
C121 EVALUATE ALERT PROCEDURES	61
D188 DEMONSTRATE PROCEDURES FOR LOCATING TECHNICAL INFORMATION	61
D223 SCHEDULE PRIME BEEF TRAINING	58
D215 PLAN PRIME BEEF TRAINING	58
D197 ENROLL PERSONNEL IN CAREER DEVELOPMENT COURSES (CDC)	55
B89 IMPLEMENT SAFETY PROGRAMS	55
D193 DEVELOP SPECIALTY TRAINING STANDARDS (STS)	50
D190 DEVELOP COURSE CURRICULA	50
B102 PREPARE FIRE PROTECTION CHARTS	47

TABLE AIIb

GROUP ID NUMBER AND TITLE: STG192, FIRE DEPARTMENT TRAINING NCOs
 GROUP SIZE: 9 PERCENT OF SAMPLE: LESS THAN 1 PERCENT
 AVERAGE TAFMS: 153 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 173 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D216 PLAN TRAINING EXERCISES AND CLASSES	100
D219 PREPARE LESSON PLANS	100
D224 SCHEDULE TRAINING EXERCISES AND CLASSES	89
D226 SCORE TESTS	89
D230 WRITE TRAINING RECORDS	89
D194 DEVELOP TRAINING AIDS	78
D212 PARTICIPATE ON EMERGENCY EXERCISE TEAMS (EET)	67
D203 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	67
D161 CONDUCT EGRESS TRAINING FROM BUILDINGS	67
D174 CONDUCT ON-THE-JOB TRAINING (OJT)	67
D184 CONDUCT VEHICLE CERTIFICATION	67
C131 EVALUATE FIREFIGHTING PROCEDURES	56
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	56
P875 MAINTAIN TRAINING AID EQUIPMENT	56
D175 CONDUCT ONGOING PROFICIENCY TRAINING	56
D187 DEMONSTRATE OPERATION OF FIREFIGHTING EQUIPMENT	56
D180 CONDUCT STRUCTURAL FIREFIGHTING TRAINING	56
A10 DEVELOP METHODS FOR IMPROVING FIREFIGHTING TECHNIQUES	56
B57 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	56
B115 WRITE AIRMAN PERFORMANCE REPORTS (APR)	56
B60 COUNSEL SUBORDINATES	56
D159 CONDUCT DRAFTING EXERCISES	44
D199 ESTABLISH STUDY REFERENCE FILES	44
D200 ESTABLISH TRAINING REQUIREMENTS	44
V1101 FIRE M-16 RIFLES	44
D209 PARTICIPATE IN OFF-DUTY FIRE PROTECTION EDUCATION	44
B98 MAINTAIN STATUS BOARDS	33
D171 CONDUCT LIVE FIRE EXERCISES	33
A47 PLAN SAFETY PROGRAMS	33
D164 CONDUCT FIRST AID TRAINING	33
B62 DEVELOP WORK METHODS	33
D215 PLAN PRIME BEEF TRAINING	22
D225 SCHEDULE WEAPONS TRAINING	22

TABLE AIIC

GROUP ID NUMBER AND TITLE: STG282, TECHNICAL SCHOOL INSTRUCTOR/SUPERVISORS
 GROUP SIZE: 6 PERCENT OF SAMPLE: LESS THAN 1 PERCENT
 AVERAGE TAFMS: 173 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: (0 CIVILIANS)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
B92 IMPROVE WORK METHODS	100
A32 ESTABLISH WORK PRIORITIES	100
D219 PREPARE LESSON PLANS	83
D228 WRITE TEST QUESTIONS	83
D221 SCHEDULE INSTRUCTOR TRAINING PROGRAMS	83
B115 WRITE AIRMAN PERFORMANCE REPORTS (APR)	83
B108 SELECT PERSONNEL TO ATTEND SPECIALIZED COURSES	83
D226 SCORE TESTS	83
B107 SCHEDULE LEAVES	83
A40 PARTICIPATE IN AWARDS AND PROMOTION PROGRAMS	83
D145 ASSIGN INSTRUCTORS	67
D144 ADMINISTER TESTS	67
B62 DEVELOP WORK METHODS	67
B113 SUPERVISE FIRE PROTECTION SUPERVISORS (AFSC 57170)	67
D190 DEVELOP COURSE CURRICULA	67
B111 SUPERVISE FIRE PROTECTION SPECIALISTS (AFSC 57150)	67
D227 SELECT INSTRUCTORS	67
D192 DEVELOP PLANS OF INSTRUCTION (POI)	67
D194 DEVELOP TRAINING AIDS	67
D203 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	50
D177 CONDUCT RESIDENT TECHNICAL TRAINING COURSES	50
D208 MAINTAIN VIDEOTAPE LIBRARIES	33
D201 ESTABLISH VIDEOTAPE LIBRARIES	33
B86 IDENTIFY EQUIPMENT FOR REPAIR OR DISPOSAL	33
B63 DIRECT ADMINISTRATION FUNCTIONS	33
F310 INPUT COMPUTER DATA	33
D200 ESTABLISH TRAINING REQUIREMENTS	33

TABLE AIII

GROUP ID NUMBER AND TITLE: STG068, TECHNICAL SERVICES PERSONNEL
 GROUP SIZE: 207 PERCENT OF SAMPLE: 10%
 AVERAGE TAFMS: 52 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 90 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
S1006 RESEARCH NATIONAL FIRE PROTECTION ASSOCIATION (NFPA) PUBLICATIONS	96
E236 INSPECT BASE BUILDINGS	95
S1005 RESEARCH LIFE SAFETY HANDBOOKS	93
S1004 RESEARCH AIR FORCE REGULATIONS AND PUBLICATIONS	93
E295 PERFORM FOLLOW-UP INSPECTIONS	90
H411 PREPARE AF FORMS 218 (BUILDING FIRE INSPECTION)	89
E257 INSPECT HOOD AND DUCT SYSTEMS	89
H395 MAINTAIN AF FORMS 218 (BUILDING FIRE INSPECTION)	86
S1001 PLAN FIRE PREVENTION WEEK PROGRAMS	86
S960 APPROVE SMOKING AREAS	86
S1000 PLAN FACILITY INSPECTIONS	85
E290 INSPECT WAREHOUSE AREAS	84
E282 INSPECT REPAIR SHOPS, SUCH AS HANGARS, CE SHOPS, OR AUTOMOTIVE SHOPS	84
S974 DISTRIBUTE FIRE PREVENTION MATERIALS, SUCH AS PAMPHLETS, LEAFLETS, AND POT HOLDERS, TO BASE POPULACE	83
A53 SCHEDULE FIRE PREVENTION ACTIVITIES	83
S986 MAINTAIN ANNUAL SCHEDULE OF INSPECTIONS	83
S1013 REVIEW WELDING REQUESTS	83
G366 INSPECT MANUAL FIRE ALARM EQUIPMENT	83
E288 INSPECT STORAGE SHEDS	81
G363 INSPECT HEAT DETECTORS	81
E255 INSPECT FURNACE ROOMS	80
S994 PARTICIPATE IN PRECONSTRUCTION CONFERENCES	80
S968 CONDUCT HOUSING OCCUPANCY BRIEFINGS	80
S965 CONDUCT FACILITY MANAGER TRAINING PROGRAMS	80
G352 INSPECT DRY CHEMICAL SYSTEMS	79
G373 INSPECT SPRINKLER HEADS	79
S973 DETERMINE OCCUPANCY LOADS FOR PUBLIC ASSEMBLIES	77
G362 INSPECT HALON EXTINGUISHING SYSTEMS	76
S1009 REVIEW DESIGN DRAWINGS	75
S1008 REVIEW ALTERATION PLANS FOR COMPLIANCE WITH FIRE SAFETY REQUIREMENTS	74
S999 PERFORM NEW CONSTRUCTION FIRE SAFETY ACCEPTANCE INSPECTIONS	74

TABLE AIIIA

GROUP ID NUMBER AND TITLE: STG359, FIRE PREVENTION PROGRAM MANAGERS
 GROUP SIZE: 173 PERCENT OF SAMPLE: 8%

AVERAGE TAFMS: 54 MONTHS (MILITARY)

AVERAGE TIME FED SERVICE: 90 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E236 INSPECT BASE BUILDINGS	99
E295 PERFORM FOLLOW-UP INSPECTIONS	95
S1005 RESEARCH LIFE SAFETY HANDBOOKS	95
E252 INSPECT FLAMMABLE STORAGE AREAS	94
S997 PERFORM FOLLOW-UP ON AF FORMS 1487 (HAZARD/DEFICIENCY INSPECTION REPORT)	93
S1004 RESEARCH AIR FORCE REGULATIONS AND PUBLICATIONS	92
S987 MAINTAIN FACILITY FOLDERS	92
S963 CONDUCT BUILDING EVACUATION DRILLS	92
E288 INSPECT STORAGE SHEDS	90
S986 MAINTAIN ANNUAL SCHEDULE OF INSPECTIONS	89
S983 INSTRUCT PUBLIC ASSEMBLY PERSONNEL IN USE OF FIRE EXTINGUISHERS	89
S1001 PLAN FIRE PREVENTION WEEK PROGRAMS	89
S974 DISTRIBUTE FIRE PREVENTION MATERIALS, SUCH AS PAMPHLETS, LEAFLETS, AND POT HOLDERS, TO BASE POPULACE	88
S965 CONDUCT FACILITY MANAGER TRAINING PROGRAMS	87
S968 CONDUCT HOUSING OCCUPANCY BRIEFINGS	87
S969 CONDUCT NEWCOMERS' BRIEFINGS	86
A53 SCHEDULE FIRE PREVENTION ACTIVITIES	86
S975 IMPLEMENT FIRE PREVENTION WEEK PROGRAMS	83
S994 PARTICIPATE IN PRECONSTRUCTION CONFERENCES	83
D168 CONDUCT HANDS-ON FIRE EXTINGUISHER TRAINING FOR BASE POPULACE	79
S1009 REVIEW DESIGN DRAWINGS	79
E244 INSPECT CONSTRUCTION EQUIPMENT AREAS	78
S1008 REVIEW ALTERATION PLANS FOR COMPLIANCE WITH FIRE SAFETY REQUIREMENTS	77
S1011 REVIEW FIRE PREVENTION TRAINING FILMS	77
A7 DEVELOP FIRE PREVENTION TECHNIQUES	76
S1002 PREPARE FIRE PREVENTION PUBLICITY RELEASES	76
H424 PREPARE RECOMMENDATIONS FOR CORRECTING FIRE PREVENTION DISCREPANCIES	72
E273 INSPECT MUNITIONS STORAGE AREAS	69
G351 INSPECT DELUGE SYSTEMS	65
A23 ESTIMATE REQUIREMENTS FOR FIRE PROTECTION SYSTEMS	60
S978 INSPECT OFF-BASE REMOTE SITES	60

TABLE AIIIB

GROUP ID NUMBER AND TITLE: STG268, TECHNICAL SERVICES TRAINER/SUPERVISORS
 GROUP SIZE: 10 PERCENT OF SAMPLE: LESS THAN 1 PERCENT
 AVERAGE TAFMS: 38 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 93 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E236 INSPECT BASE BUILDINGS	100
D146 BRIEF PERSONNEL ON FIRE SAFETY	100
Q897 INSPECT FIRE EXTINGUISHERS	100
H416 PREPARE FIRE HAZARD REPORTS	100
0807 TEST ALARM SYSTEMS	100
D168 CONDUCT HANDS-ON FIRE EXTINGUISHER TRAINING FOR BASE POPULACE	100
N766 PERFORM CARDIOPULMONARY RESUSCITATION (CPR)	100
N768 PERFORM MOUTH-TO-MOUTH RESUSCITATION	100
D230 WRITE TRAINING RECORDS	90
F309 ESTABLISH POSITIONS TO FIGHT FIRES	90
S986 MAINTAIN ANNUAL SCHEDULE OF INSPECTIONS	90
S1005 RESEARCH LIFE SAFETY HANDBOOKS	90
H405 MAINTAIN RECORDS OF LOCATION AND TYPES OF EXTINGUISHERS	90
G348 INSPECT AUTOMATIC FIRE ALARMS	90
P865 MAINTAIN PROTECTIVE CLOTHING	90
Q898 INSTALL FIRE EXTINGUISHERS	90
0808 TEST AUTOMATIC FIRE ALARMS	90
S979 INSPECT SELF-HELP PROJECTS	90
0819 TEST FIRE PUMPS	90
S1015 SCHEDULE FACILITY INSPECTIONS	80
I485 RECEIVE ADMINISTRATIVE CALLS	80
B111 SUPERVISE FIRE PROTECTION SPECIALISTS (AFSC 57150)	80
0815 TEST FIRE ALARM RECEIVING EQUIPMENT	80
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	80
S965 CONDUCT FACILITY MANAGER TRAINING PROGRAMS	80
D174 CONDUCT ON-THE-JOB TRAINING (OJT)	80
P890 PRESSURE TEST FIRE HOSES	80
I484 READ AND INTERPRET SYMBOLS ON MAPS AND CHARTS	80
N707 ADMINISTER EMERGENCY CARE FOR SPECIFIED EMERGENCIES, SUCH AS HEART ATTACKS, STROKES, AND EPILEPSY	80
N703 ADMINISTER EMERGENCY CARE FOR BURNS	80
N713 ADMINISTER EMERGENCY TREATMENT FOR SPECIFIED INJURIES, SUCH AS EYE, EAR, NOSE, CHEST, OR ABDOMINAL INJURIES	80
N717 APPLY BACKBOARDS TO VICTIMS	80
D180 CONDUCT STRUCTURAL FIREFIGHTING TRAINING	70

TABLE AIIIC

GROUP ID NUMBER AND TITLE: STG258, BASE FIRE INSPECTORS
 GROUP SIZE: 6 PERCENT OF SAMPLE: LESS THAN 1 PERCENT
 AVERAGE TAFMS: 76 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 119 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E236 INSPECT BASE BUILDINGS	100
E257 INSPECT HOOD AND DUCT SYSTEMS	100
S1000 PLAN FACILITY INSPECTIONS	100
S987 MAINTAIN FACILITY FOLDERS	83
S983 INSTRUCT PUBLIC ASSEMBLY PERSONNEL IN USE OF FIRE EXTINGUISHERS	83
S976 INSPECT FACILITIES PRIOR TO SOCIAL EVENTS	67
S981 INSPECT SMOKING AREAS	67
S977 INSPECT LIGHTING DISPLAYS, SUCH AS CHRISTMAS DISPLAYS	67
S969 CONDUCT NEWCOMERS' BRIEFINGS	67
E250 INSPECT FAMILY HOUSING AREAS	67
S968 CONDUCT HOUSING OCCUPANCY BRIEFINGS	67
E230 INSPECT PUBLIC ASSEMBLY BUILDINGS, SUCH AS THEATERS, CHAPELS, OR RECREATIONAL BUILDINGS	67
E255 INSPECT FURNACE ROOMS	67
E235 INSPECT AUTOMOTIVE SERVICE STATIONS	67
D168 CONDUCT HANDS-ON FIRE EXTINGUISHER TRAINING FOR BASE POPULACE	67
E282 INSPECT REPAIR SHOPS, SUCH AS HANGARS, CE SHOPS, OR AUTOMOTIVE SHOPS	67
S1015 SCHEDULE FACILITY INSPECTIONS	50
S982 INSTRUCT PUBLIC ASSEMBLY PERSONNEL IN FIRE REPORTING	50
S963 CONDUCT BUILDING EVACUATION DRILLS	50
S966 CONDUCT FIRE SAFETY BRIEFINGS FOR SOCIAL FUNCTIONS	50
D182 CONDUCT TRAINING BRIEFINGS	50
S1001 PLAN FIRE PREVENTION WEEK PROGRAMS	50
S998 PERFORM FOLLOW-UP ON WORK ORDER REQUESTS	50
S1003 PREPARE REPORTS OF INSPECTION ACTIVITIES	33
H424 PREPARE RECOMMENDATIONS FOR CORRECTING FIRE PREVENTION DISCREPANCIES	33
E279 INSPECT POSITION AND LEGIBILITY OF FIRE HAZARD WARNING SIGNS	33
S1011 REVIEW FIRE PREVENTION TRAINING FILMS	33

TABLE AIIId

GROUP ID NUMBER AND TITLE: STG188, ASSISTANT CHIEFS OF TECHNICAL SERVICES
 GROUP SIZE: 12 PERCENT OF SAMPLE: LESS THAN 1 PERCENT
 AVERAGE TAFMS: 75 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 119 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
S1014 REVIEW WORK REQUESTS	100
S1006 RESEARCH NATIONAL FIRE PROTECTION ASSOCIATION (NFPA) PUBLICATIONS	100
S1004 RESEARCH AIR FORCE REGULATIONS AND PUBLICATIONS	100
S1009 REVIEW DESIGN DRAWINGS	92
S1001 PLAN FIRE PREVENTION WEEK PROGRAMS	92
S1005 RESEARCH LIFE SAFETY HANDBOOKS	92
A50 PREPARE APPROVALS OF BUILDING CONSTRUCTION PLANS MEETING FIRE SAFETY REQUIREMENTS	83
S993 PARTICIPATE IN DESIGN CONFERENCES	83
A53 SCHEDULE FIRE PREVENTION ACTIVITIES	83
S1008 REVIEW ALTERATION PLANS FOR COMPLIANCE WITH FIRE SAFETY REQUIREMENTS	83
S999 PERFORM NEW CONSTRUCTION FIRE SAFETY ACCEPTANCE INSPECTIONS	83
S994 PARTICIPATE IN PRECONSTRUCTION CONFERENCES	83
C129 EVALUATE FIRE PREVENTION PROGRAMS	83
B60 COUNSEL SUBORDINATES	83
B79 DIRECT TECHNICAL SERVICE OPERATIONS	75
S1012 REVIEW NEW CONSTRUCTION PLANS FOR COMPLIANCE WITH FIRE SAFETY REQUIREMENTS	75
A7 DEVELOP FIRE PREVENTION TECHNIQUES	75
H407 MAINTAIN RECORDS OF PROJECT REVIEWS	75
S1013 REVIEW WELDING REQUESTS	75
S958 APPROVE CONSTRUCTION SITE PLANS	67
S964 CONDUCT CONSTRUCTION IN-PROGRESS INSPECTIONS	67
S998 PERFORM FOLLOW-UP ON WORK ORDER REQUESTS	67
A32 ESTABLISH WORK PRIORITIES	67
S1011 REVIEW FIRE PREVENTION TRAINING FILMS	67
S990 MONITOR FIRE SAFETY DEFICIENCY PROGRAM	58
S991 MONITOR USAF HAZARD ABATEMENT PROGRAM	58
A40 PARTICIPATE IN AWARDS AND PROMOTION PROGRAMS	58
S997 PERFORM FOLLOW-UP ON AF FORMS 1487 (HAZARD/DEFICIENCY INSPECTION REPORT)	58
C137 EVALUATE PREFIRE PLANS	58
S995 PARTICIPATE IN WORK REVIEW BOARDS	50
S1016 SPONSOR PUBLIC AWARENESS PROGRAMS	50

TABLE AIV

GROUP ID NUMBER AND TITLE: STG119, EXTINGUISHER MAINTENANCE TECHNICIANS
 GROUP SIZE: 32 PERCENT OF SAMPLE: 1%

AVERAGE TAFMS: 61 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: (0 CIVILIANS)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
Q936 SERVICE DRY CHEMICAL EXTINGUISHERS	100
Q900 MAINTAIN EXTINGUISHER RECORDS	100
Q914 REMOVE HOSES ON FIRE EXTINGUISHERS	100
Q908 REMOVE FIRE EXTINGUISHER GAUGES	100
0942 TEST FIRE EXTINGUISHERS	97
Q924 REPLACE FIRE EXTINGUISHER GAUGES	97
Q931 REPLACE NITROGEN BOTTLES	97
0932 REPLACE NOZZLES ON FIRE EXTINGUISHERS	97
0930 REPLACE HOSES ON FIRE EXTINGUISHERS	94
0918 REMOVE VALVE ASSEMBLIES ON EXTINGUISHERS	91
Q941 STENCIL NUMBERS ON FIRE EXTINGUISHERS	91
Q906 REMOVE EXTINGUISHER CART TIRES	91
Q895 IDENTIFY DAMAGE TO EXTINGUISHER CART COMPONENTS	88
Q896 IDENTIFY MALFUNCTIONS TO EXTINGUISHER CART COMPONENTS	84
Q898 INSTALL FIRE EXTINGUISHERS	84
Q904 REMOVE DAMAGED CARTS	81
Q922 REPLACE EXTINGUISHER CART TIRES	81
0921 REPLACE DISCHARGE LEVERS	78
V1101 FIRE M-16 RIFLES	75
Q901 PAINT EXTINGUISHER CARTS	72
Q919 REPAIR EXTINGUISHER CART TIRES	72
Q905 REMOVE DISCHARGE LEVERS	69
Q894 HYDROSTATIC TEST FIRE EXTINGUISHER CYLINDERS	63
Q362 INSPECT HALON EXTINGUISHING SYSTEMS	47
H405 MAINTAIN RECORDS OF LOCATION AND TYPES OF EXTINGUISHERS	44
F341 SELECT FIRE EXTINGUISHING AGENTS TO BE USED	38
G352 INSPECT DRY CHEMICAL SYSTEMS	38
P837 INSPECT FIRE DEPARTMENT VEHICLES	34
0929 REPLACE HOSE HANDLE NIPPLES	34
A53 SCHEDULE FIRE PREVENTION ACTIVITIES	34
E250 INSPECT FAMILY HOUSING AREAS	28
0792 SERVICE EXTINGUISHING SYSTEMS	28

TABLE AV

GROUP ID NUMBER AND TITLE: STG035, PRIMARY FIREFIGHTERS
 GROUP SIZE: 1,442 PERCENT OF SAMPLE: 67%
 AVERAGE TIME IN MILITARY: 31 MONTHS (MILITARY)
 AVERAGE TIME IN CIVILIAN: 55 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
P639 INSPECT SELF-CONTAINED BREATHING APPARATUS	92
F315 LOAD HOSES	90
F323 OPERATE NOZZLES	89
F305 DRIVE FIREFIGHTING VEHICLES	87
F297 ADVANCE HAND LINES	86
F299 CONNECT FIREHOSES TO FIRE PROTECTION EQUIPMENT, SUCH AS FIRE HYDRANTS, SYSTEMS, AND WATER TANKERS	86
F337 PERFCRM STRAIGHT HOSE LAYS	85
F324 OPERATE POWERED SAWS	84
N764 OPERATE SELF-CONTAINED BREATHING APPARATUS	84
F328 OPERATE SMOKE EJECTORS	82
J531 REPAIR CRASH VEHICLES	81
F342 SHUT OFF FIRE HYDRANTS	81
F345 TURN ON FIRE HYDRANTS	80
F320 OPERATE EXTINGUISHERS	80
L577 ATTACK STRUCTURAL FIRES	79
L579 CARRY FORCIBLE ENTRY TOOLS UP LADDERS	79
L581 CARRY HOSE LINES UP LADDERS	78
F300 CONSTRUCT SPECIFIC KNOTS USED IN VARIOUS FIREFIGHTING OPERATIONS	77
L612 RAISE LADDERS, OTHER THAN AERIAL LADDERS	77
L609 POSITION LADDERS, OTHER THAN AERIAL LADDERS	75
J524 PERFORM TURRET OPERATIONS	75
P889 PERFORM PREVENTIVE MAINTENANCE ON BREATHING APPARATUS	74
L604 OPERATE STRUCTURAL FIREFIGHTING VEHICLES	74
N762 OPERATE PORTABLE POWER RESCUE SAWs	74
F306 DRY FIREHOSES	73
L606 PERFORM LOCK-IN PROCEDURES TO LADDERS	73
J588 CONTROL STRUCTURAL FIRES	73
J502 DISCHARGE AGENTS FROM AEROSPACE FIREFIGHTING VEHICLES	71
F298 CALCULATE HYDRAULIC PRESSURE	70
P890 PRESSURE TEST FIRE HOSES	80
L602 LOWER LADDERS, OTHER THAN AERIAL LADDERS	69
J520 OPERATE VEHICLE PUMP CONTROLS	69
L598 EXTINGUISH STRUCTURAL FIRES	68
F300 OPERATE WINCHES	67
PP84 PERFORM MAINTENANCE ON PORTABLE TOOLS	67

TABLE AVa

GROUP ID NUMBER AND TITLE: STG139, SENIOR FIREFIGHTERS
 GROUP SIZE: 795 PERCENT OF SAMPLE: 37%
 AVERAGE TAFMS: 30 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 78 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
P839 INSPECT SELF-CONTAINED BREATHING APPARATUS	97
L584 CLIMB UP LADDERS	96
P838 INSPECT PROTECTIVE CLOTHING	96
L582 CARRY LADDERS	96
F333 PERFORM FORCIBLE ENTRIES	94
F324 OPERATE POWERED SAWS	93
F338 PERFORM VENTILATION PROCEDURES	93
L579 CARRY FORCIBLE ENTRY TOOLS UP LADDERS	93
L578 CARRY FORCIBLE ENTRY TOOLS DOWN LADDERS	93
P837 INSPECT FIRE DEPARTMENT VEHICLES	93
L577 ATTACK STRUCTURAL FIRES	92
F328 OPERATE SMOKE EJECTORS	92
F315 LOAD HOSES	91
F323 OPERATE NOZZLES	91
L585 CONFINE STRUCTURAL FIRES	90
L589 CONTROL STRUCTURAL FIRES	90
L581 CARRY HOSE LINES UP LADDERS	90
F305 DRIVE FIREFIGHTING VEHICLES	89
L609 POSITION LADDERS, OTHER THAN AERIAL LADDERS	89
F337 PERFORM STRAIGHT HOSE LAYS	89
F297 ADVANCE HAND LINES	88
F304 DISCONNECT FIREHOSES TO FIRE PROTECTION EQUIPMENT, SUCH AS FIRE HYDRANTS, SYSTEMS, AND WATER TANKERS	88
L612 RAISE LADDERS, OTHER THAN AERIAL LADDERS	88
L606 PERFORM LOCK-IN PROCEDURES TO LADDERS	87
P887 PERFORM OPERATOR MAINTENANCE ON FIREFIGHTING VEHICLES	87
F335 PERFORM REVERSE HOSE LAYS	86
P865 MAINTAIN PROTECTIVE CLOTHING	86
L600 HOIST EQUIPMENT TO UPPER STORIES AND ROOFS	86
N760 OPERATE HURST TOOLS	85
N754 OPERATE AIR CHISELS	85
F370 MAINTAIN STATION FACILITIES	84
N766 PERFORM CARDIOPULMONARY RESUSCITATION (CPR)	84
F342 SHUT OFF FIRE HYDRANTS	83
P890 PRESSURE TEST FIRE HOSES	83
L589 COOL ADJOINING STRUCTURES	81
J550 STAND BY HOT BRAKE EMERGENCIES	81

TABLE AVb

GROUP ID NUMBER AND TITLE: STG128, JUNIOR FIREFIGHTERS
 GROUP SIZE: 492 PERCENT OF SAMPLE: 23%
 AVERAGE TAFMS: 24 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 20 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F315 LOAD HOSES	96
F323 OPERATE NOZZLES	92
F297 ADVANCE HAND LINES	92
P839 INSPECT SELF-CONTAINED BREATHING APPARATUS	90
L582 CARRY LADDERS	90
F304 DISCONNECT FIREHOSES TO FIRE PROTECTION EQUIPMENT, SUCH AS FIRE HYDRANTS, SYSTEMS, AND WATER TANKERS	90
F305 DRIVE FIREFIGHTING VEHICLES	89
L583 CLIMB DOWN LADDERS	89
L584 CLIMB UP LADDERS	89
F345 TURN ON FIRE HYDRANTS	89
F342 SHUT OFF FIRE HYDRANTS	89
F296 ADVANCE BOOSTER LINES	87
J531 RESERVICE CRASH VEHICLES	79
F328 OPERATE SMOKE EJECTORS	79
F324 OPERATE POWERED SAWS	78
F335 PERFORM REVERSE HOSE LAYS	77
J524 PERFORM TURRET OPERATIONS	74
N764 OPERATE SELF-CONTAINED BREATHING APPARATUS	73
L612 RAISE LADDERS, OTHER THAN AERIAL LADDERS	72
P887 PERFORM OPERATOR MAINTENANCE ON FIREFIGHTING VEHICLES	71
P865 MAINTAIN PROTECTIVE CLOTHING	69
L580 CARRY HOSE LINES DOWN LADDERS	69
P833 CHARGE AGENT TANKS ON FIREFIGHTING VEHICLES	68
L579 CARRY FORCIBLE ENTRY TOOLS UP LADDERS	67
L578 CARRY FORCIBLE ENTRY TOOLS DOWN LADDERS	66
J520 OPERATE VEHICLE PUMP CONTROLS	66
P847 MAINTAIN BREATHING APPARATUS	65
P889 PERFORM PREVENTIVE MAINTENANCE ON BREATHING APPARATUS	63
P890 PRESSURE TEST FIRE HOSES	62
L602 LOWER LADDERS, OTHER THAN AERIAL LADDERS	62
J536 STAND BY AIRCRAFT DURING ABNORMAL FUELING OR DEFUELING OPERATIONS	61
P888 PERFORM OPERATOR MAINTENANCE ON RAMP PATROL VEHICLES	59
J517 OPERATE PUMP ENGINES	59
F334 PERFORM MASTER STREAM OPERATIONS	59
L585 CONFINE STRUCTURAL FIRES	58

TABLE AVc

GROUP ID NUMBER AND TITLE: STG347, FIREFIGHTER TRAINEES
 GROUP SIZE: 5 PERCENT OF SAMPLE: LESS THAN 1 PERCENT
 AVERAGE TAFMS: 23 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 36 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
L583 CLIMB DOWN LADDERS	100
L584 CLIMB UP LADDERS	100
L585 CONFINE STRUCTURAL FIRES	100
L589 COOL ADJOINING STRUCTURES	100
L587 CONSTRUCT DRAIN CHUTES	100
L580 CARRY HOSE LINES DOWN LADDERS	100
L581 CARRY HOSE LINES UP LADDERS	100
M631 CONFINE WILD LAND FIRES	100
L607 PERFORM OVERHAUL OPERATIONS ON STRUCTURAL FIRES	100
L577 ATTACK STRUCTURAL FIRES	100
L578 CARRY FORCIBLE ENTRY TOOLS DOWN LADDERS	100
L579 CARRY FORCIBLE ENTRY TOOLS UP LADDERS	100
M626 CONFINE ELECTRONIC FIRES	100
L609 POSITION LADDERS, OTHER THAN AERIAL LADDERS	100
M627 CONFINE LP FIRES	100
M619 ATTACK ELECTRONIC FIRES	100
M635 CONTROL ELECTRONIC FIRES	100
F342 SHUT OFF FIRE HYDRANTS	80
P892 TEST BREATHING APPARATUS	80
F337 PERFORM STRAIGHT HOSE LAYS	80
P889 PERFORM PREVENTIVE MAINTENANCE ON BREATHING APPARATUS	80
F338 PERFORM VENTILATION PROCEDURES	80
M625 ATTACK WILD LAND FIRES	80
L603 MAKE FORCIBLE ENTRIES INTO BUILDINGS	80
L604 OPERATE STRUCTURAL FIREFIGHTING VEHICLES	80
M628 CONFINE OIL WELL FIRES	80
M632 CONTROL BACKFIRES	80
M634 CONTROL CLASS D FIRES	80
M638 CONTROL LP FIRES	80
M642 CONTROL WILD LAND FIRES	80
M622 ATTACK OIL WELL FIRES	80
F345 TURN ON FIRE HYDRANTS	60
F340 POSITION SMOKE EJECTORS	60
J531 RESERVICE CRASH VEHICLES	60
J524 PERFORM TURRET OPERATIONS	60
F335 PERFORM REVERSE HOSE LAYS	60

TABLE AVd

GROUP ID NUMBER AND TITLE: STG109, FIRE PROTECTION TRAINING PERSONNEL
 (NONSUPERVISORY)

GROUP SIZE: 18

PERCENT OF SAMPLE: LESS THAN 1 PERCENT

AVERAGE TAFMS: 54 MONTHS (MILITARY)

AVERAGE TIME FED SERVICE: 70 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
L583 CLIMB DOWN LADDERS	100
L588 CONTROL STRUCTURAL FIRES	100
L585 CONFINE STRUCTURAL FIRES	100
L577 ATTACK STRUCTURAL FIRES	94
L600 HOIST EQUIPMENT TO UPPER STORIES AND ROOFS	83
L605 PERFORM BUILDING CLEANUP OPERATIONS	83
L603 MAKE FORCIBLE ENTRIES INTO BUILDINGS	83
F308 ESTABLISH EQUIPMENT POSITIONS	72
P837 INSPECT FIRE DEPARTMENT VEHICLES	67
D174 CONDUCT ON-THE-JOB TRAINING (OJT)	67
F307 ESTABLISH AMOUNT OF WORKING LINES FOR FIRES	67
F333 PERFORM FORCIBLE ENTRIES	67
D180 CONDUCT STRUCTURAL FIREFIGHTING TRAINING	61
F306 DRY FIREHOSES	61
B60 COUNSEL SUBORDINATES	61
A54 SCHEDULE WORK ASSIGNMENTS	56
D187 DEMONSTRATE OPERATION OF FIREFIGHTING EQUIPMENT	50
D175 CONDUCT ONGOING PROFICIENCY TRAINING	50
N754 OPERATE AIR CHISELS	50
L594 ESTABLISH STRUCTURAL SAFETY OF DAMAGED BUILDINGS	50
M672 EXTINGUISH VEHICLE ENGINE FIRES	50
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	44
D230 WRITE TRAINING RECORDS	39

TABLE AVI

GROUP ID NUMBER AND TITLE: STG197, COMMUNICATIONS CENTER PERSONNEL
 GROUP SIZE: 132 PERCENT OF SAMPLE: 6%
 AVERAGE TAFMS: 42 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: 14 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
I430 DISPATCH FIREFIGHTING VEHICLES	99
I431 INFORM CREWS OF LOCATIONS AND NATURE OF EMERGENCIES	98
I445 MAINTAIN FIRE STATION LOGS	97
I485 RECEIVE ADMINISTRATIVE CALLS	95
I436 LOCATE AND RELAY HAZARDOUS MATERIAL INFORMATION TO FIREFIGHTING CREWS	95
I451 MAINTAIN SYSTEM OUTAGE BOARDS	93
I484 READ AND INTERPRET SYMBOLS ON MAPS AND CHARTS	92
I448 MAINTAIN MUNITIONS LOCATION CHARTS AND TYPE OF SYMBOLS	91
I447 MAINTAIN LISTS OF BUILDINGS CLOSING INSPECTIONS	90
I449 MAINTAIN OFF-DUTY PERSONNEL RECALL ROSTERS	90
I446 MAINTAIN FIREFIGHTING VEHICLE STATUS BOARDS	89
I493 TEST HOUSE BELLS	89
I437 LOCATE AND RELAY INFORMATION FROM MUNITIONS TECHNICAL ORDERS (TO)	86
I442 MAINTAIN CLASSIFIED MATERIALS	85
I474 OPERATE ROTARY SYSTEM PHONES	81
I472 OPERATING FIRE STATION DOOR SWITCHES	80
I494 TEST RECORDING EQUIPMENT	80
I463 NOTIFY STAFF SECTIONS OF EMERGENCIES	77
I483 PRACTICE SPECIFIED PROCEDURES FOR SPECIFIED INCIDENTS	73
I492 TEST FIRE ALARM RECEIVING UNITS	71
I432 INITIATE PYRAMID ALERT	71
I443 MAINTAIN FIRE ALARM RESPONSE CHARTS	69
I450 MAINTAIN OPERATING INSTRUCTIONS (OI)	66
I455 MONITOR AREA FIRE STATION RADIO FREQUENCIES	65
I461 MONITOR WITHDRAWAL TIMING FOR EXERCISES AND INCIDENTS, SUCH AS "BROKEN ARROW"	60
I482 PLOT TOXIC HAZARDOUS CORRIDORS (THC)	50
B68 DIRECT FIRE ALARM CENTER OPERATIONS	45
0815 TEST FIRE ALARM RECEIVING EQUIPMENT	45
I496 UPDATE PREFIRE PLANS	39
0210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	37
0820 TEST FIRE REPORTING TELEPHONES	36
0816 TEST FIRE ALARM RECORDING EQUIPMENT	36
A4 CONTACT PERSONNEL OF CIVILIAN COMMUNITIES ON MUTUAL AID AGREEMENTS	29

TABLE AVII

GROUP ID NUMBER AND TITLE: STG361, SUPPLY CUSTODIANS
 GROUP SIZE: 12 PERCENT OF SAMPLE: 1%
 AVERAGE TAFMS: 119 MONTHS (MILITARY)
 AVERAGE TIME FED SERVICE: (0 CIVILIANS)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
B105 PREPARE REQUISITIONS FOR SUPPLIES	100
B104 PREPARE REQUISITIONS FOR EQUIPMENT	100
A6 DETERMINE SUPPLY REQUIREMENTS	100
A3 CONDUCT INVENTORIES OF SUPPLIES	100
A2 CONDUCT INVENTORIES OF EQUIPMENT	100
B86 IDENTIFY EQUIPMENT FOR REPAIR OR DISPOSAL	92
A18 DRAFT BUDGET ESTIMATES	92
B66 DIRECT EQUIPMENT STORAGE	75
A46 PLAN PROCEDURES FOR MAINTAINING STOCK LEVELS	75
B65 DIRECT EQUIPMENT ISSUE	67
A22 ESTABLISH EQUIPMENT REQUIREMENTS	58
P838 INSPECT PROTECTIVE CLOTHING	58
H398 MAINTAIN EQUIPMENT REPORTS	50
B72 DIRECT MAINTENANCE OF EQUIPMENT	50
D212 PARTICIPATE ON EMERGENCY EXERCISE TEAMS (EET)	50
H415 PREPARE EQUIPMENT REPORTS	50
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	42
P878 MONITOR PRECISION MEASURING EQUIPMENT LABORATORY (PMEL) LISTINGS	42
B82 DRAFT CORRESPONDENCE	42
B98 MAINTAIN STATUS BOARDS	42
V1101 FIRE M-16 RIFLES	42
H384 COORDINATE EQUIPMENT REPORTS WITH OPR	33
P865 MAINTAIN PROTECTIVE CLOTHING	33
P885 PERFORM MAINTENANCE ON PROTECTIVE CLOTHING	33
B61 DEVELOP STATUS BOARDS	33
V1096 DON CHEMICAL WARFARE PERSONAL PROTECTIVE CLOTHING	33
H397 MAINTAIN CORRESPONDENCE FILES	25
P870 MAINTAIN STATION FACILITIES	25
D209 PARTICIPATE IN OFF-DUTY FIRE PROTECTION EDUCATION	25
M675 ISSUE TOOLS TO FIREFIGHTING CREWS	25
C128 EVALUATE EQUIPMENT MAINTENANCE	25
P864 MAINTAIN PORTABLE RADIOS	25
D201 ESTABLISH VIDEOTAPE LIBRARIES	25
A40 PARTICIPATE IN AWARDS AND PROMOTION PROGRAMS	25
C123 EVALUATE BUDGET ESTIMATES	25
V1110 OPERATE CHEMICAL WARFARE PERSONNEL PROTECTIVE EQUIPMENT	25

TABLE AVII

GROUP ID NUMBER AND TITLE: GRP056, TOTAL CIVILIAN SAMPLE
 GROUP SIZE: 743 PERCENT OF SAMPLE: 34%
 DOMINANT GRADE: GS-05/06
 AVERAGE TIME FED SERVICE: 164 MONTHS (CIVILIAN)

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
P838 INSPECT PROTECTIVE CLOTHING	72
L577 ATTACK STRUCTURAL FIRES	66
F305 DRIVE FIREFIGHTING VEHICLES	64
L585 CONFINE STRUCTURAL FIRES	63
F333 PERFORM FORCIBLE ENTRIES	63
F297 ADVANCE HAND LINES	62
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	60
J531 RESERVICE CRASH VEHICLES	60
L603 MAKE FORCIBLE ENTRIES INTO BUILDINGS	60
F342 SHUT OFF FIRE HYDRANTS	59
F296 ADVANCE BOOSTER LINES	59
L604 OPERATE STRUCTURAL FIREFIGHTING VEHICLES	59
F334 PERFORM MASTER STREAM OPERATIONS	59
J502 DISCHARGE AGENTS FROM AEROSPACE FIREFIGHTING VEHICLES	58
L589 COOL ADJOINING STRUCTURES	57
F298 CALCULATE HYDRAULIC PRESSURE	56
P887 PERFORM OPERATOR MAINTENANCE ON FIREFIGHTING VEHICLES	55
J503 ESTABLISH APPROACHES TO AEROSPACE VEHICLE FIRES	54
J532 RESPOND TO UNAUTHORIZED AIRCRAFT MOVEMENT	54
J536 STAND BY AIRCRAFT DURING ABNORMAL FUELING OR DEFUELING OPERATIONS	54
N717 APPLY BACKBOARDS TO VICTIMS	51
L599 GATHER AND SECURE EVIDENCE TO DETERMINE CAUSES OF STRUCTURAL FIRES	50
K558 CONTAIN HAZARDOUS SPILLS	50
P867 MAINTAIN RESCUE EQUIPMENT FOR RESCUE VEHICLES, SUCH AS WRENCHES, SCREWDRIVERS, HACKSAWS, OR ROPES	49
P883 PERFORM MAINTENANCE ON HOSES	48
N758 OPERATE CANOPY OPENING MECHANISMS	48
N784 SAFETY EGRESS SYSTEMS ON AIRCRAFT	47
M625 ATTACK WILD LAND FIRES	46
I496 UPDATE PREFIRE PLANS	46
M674 EXTINGUISH WILD LAND FIRES	45
N716 ADMINISTER IMMOBILIZING TECHNIQUES TO FRACTURES	44
G357 INSPECT FIRE HYDRANTS	43
K570 IDENTIFY HAZARDOUS MATERIAL USING DEPARTMENT OF DEFENSE (DOD) IDENTIFICATION SYSTEM	43

TABLE AVIII

GROUP ID NUMBER AND TITLE: GRP024, TOTAL MILITARY SAMPLE
 GROUP SIZE: 1,412 PERCENT OF SAMPLE: 66%
 DOMINANT PAYGRADE: E-3/E-4
 AVERAGE TAFMS: 71 MONTHS AVERAGE TICF: 67 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
P838 INSPECT PROTECTIVE CLOTHING	67
P837 INSPECT FIRE DEPARTMENT VEHICLES	63
F323 OPERATE NOZZLES	61
F297 ADVANCE HAND LINES	58
F304 DISCONNECT FIREHOSES TO FIRE PROTECTION EQUIPMENT, SUCH AS FIRE HYDRANTS, SYSTEMS, AND WATER TANKERS	57
F320 OPERATE EXTINGUISHERS	57
D210 PARTICIPATE IN PHYSICAL CONDITIONING PROGRAMS	56
P865 MAINTAIN PROTECTIVE CLOTHING	56
J531 RESERVICE CRASH VEHICLES	55
F338 PERFORM VENTILATION PROCEDURES	52
J524 PERFORM TURRET OPERATIONS	51
L577 ATTACK STRUCTURAL FIRES	49
P832 BLEED AIR TANKS ON FIREFIGHTING VEHICLES	49
F300 CONSTRUCT SPECIFIC KNOTS USED IN VARIOUS FIREFIGHTING OPERATIONS	49
L579 CARRY FORCIBLE ENTRY TOOLS UP LADDERS	49
L580 CARRY HOSE LINES DOWN LADDERS	47
J502 DISCHARGE AGENTS FROM AEROSPACE FIREFIGHTING VEHICLES	46
L585 CONFINE STRUCTURAL FIRES	45
N760 OPERATE HURST TOOLS	43
L600 HOIST EQUIPMENT TO UPPER STORIES AND ROOFS	42
L598 EXTINGUISH STRUCTURAL FIRES	41
B60 COUNSEL SUBORDINATES	37
N766 PERFORM CARDIOPULMONARY RESUSCITATION (CPR)	36
I485 RECEIVE ADMINISTRATIVE CALLS	35
I428 ALERT FIREFIGHTING CREWS	35
F308 ESTABLISH EQUIPMENT POSITIONS	35
R956 OPERATE RAMP PATROL VEHICLES	34
B115 WRITE AIRMAN PERFORMANCE REPORTS (APR)	32
J571 MONITOR ENGINE INSTRUMENTS	32
L586 CONSTRUCT CATCH BASINS	32
P868 MAINTAIN SAFETY EQUIPMENT, SUCH AS FLARES, REFLECTORS, OR FLASHLIGHTS	31
Q897 INSPECT FIRE EXTINGUISHERS	31
F309 ESTABLISH POSITIONS TO FIGHT FIRES	30
M625 ATTACK WILD LAND FIRES	30